



THE INDIAN  
WORKMEN'S COMPENSATION ACT  
VIII of 1923



# THE INDIAN WORKMEN'S COMPENSATION ACT

(VIII of 1923)

A COMMENTARY

BY

A. G. CLOW

M.A., O.S.I., O.L.E.,  
Indian Civil Service

---

THIRD EDITION

---

LAHORE  
CIVIL & MILITARY GAZETTE PRESS  
1936



**First Edition—1923**

**Second Edition—1924**

**Third Edition—1936**

*Copyright reserved by the author*

PRINTED AND PUBLISHED AT THE CIVIL AND MILITARY GAZETTE, LTD.  
THE WALL, LAHORE, BY E. O. TILT (MANAGER)

---

1936

## CONTENTS

---

PREFACE	PAGE
<b>CHAPTER I INTRODUCTORY —</b>	
General Principles	1
Development of Indian Law	3
Application of Act	4
<b>CHAPTER II WORKMEN —</b>	
Railways	5
Schedule II General Observations	7
Tramways Motors, etc	9
Factories and Workshops	10
Mines Excavations and Oilfields	13
Ships and Docks	14
Buildings Public Works etc	17
Posts and Telegraphs	17
Plantations	18
Miscellaneous Occupations	19
Notified Occupations	20
Excluded Workers	21
<b>CHAPTER III EMPLOYERS LIABILITIES —</b>	
Employers	24
Liabilities to Contractors Workmen	26
Claims against Contractors	28
Indemnification	29
Sub contractors	30
Third Parties	31
Contracting out	32
Alternative Remedies	33
Insurancee	35
Returns Reports etc	37
<b>CHAPTER IV THE CONDITIONS GOVERNING COMPENSATION —</b>	
The General Principle	38
Accidents	39
The fundamental condition	41
The course of employment	
General considerations	42
Accidents away from the premises	43
Other special cases	45

"Arising out of....employment : "		
Main principle .....	..	46
Accidents to which workman has not contributed ..	..	47
Accidents to which workman has contributed ..	..	50
Exceptions .....	..	52
Occupational Diseases .....	..	55
Other Diseases .....	..	57

## CHAPTER V. THE SCALES OF COMPENSATION :—

General Observations .....	..	59
Compensation for Death .....	..	60
Permanent Total Disablement .....	..	61
Permanent Partial Disablement .....	..	63
Temporary Disablement .....	..	66
The Definition of Wages .....	..	68
The Calculation of Wages .....	..	70

## CHAPTER VI. NOTICE AND MEDICAL PROVISIONS —

Service of Notice .....	..	72
Date of Notice .....	..	73
Special Cases .....	..	75
Inquiry by Employer .....	..	76
Medical Examination .....	..	77
Obstacles to Examination .....	..	79
Subsequent Examinations .....	..	81
Aggravation of Injuries .....	..	82

## CHAPTER VII. UNCONTESTED CASES OF DISABLEMENT —

Methods of Payment .....	..	85
Commutation .....	..	86
Registration of Agreements .....	..	88
Procedure in Registration .....	..	91
Penalty for Failure to send Memorandum .....	..	93
Effect of Registering Agreement .....	..	95

## CHAPTER VIII. DISPUTED CASES OF DISABLEMENT :—

The Commissioner .....	..	97
The Application for Compensation .....	..	98
Limitation of Claims .....	..	99
Condonation by the Commissioner .....	..	101
"Sufficient Cause" .....	..	101
Procedure on Admission of Claims .....	..	106
Summary Inquiry and Local Inspection .....	..	107

	PAGE
Appearance of Parties	108
Hearing of the Case	110
Review	112
<b>CHAPTER IX PROCEDURE IN FATAL ACCIDENTS —</b>	
Fundamental Differences of Procedure	116
Definition of Dependents	117
Deposits in Fatal Cases	118
Reports of Fatal Accidents	120
Statements regarding Fatal Accidents	121
Applications by Dependents	123
Distribution Proceedings	125
Subsequent Application by Dependents	126
Death following Disablement	127
<b>CHAPTER X TRANSFER RECOVERY, REFERENCES AND APPEALS —</b>	
Transfer	129
Recovery of Compensation	131
References to High Court	132
Appeals	133
Conditions governing Appeals	134
Miscellaneous Provisions relating to Appeals	136
<b>THE WORKMEN'S COMPENSATION ACT 1923</b>	<b>139</b>
<b>ADDITIONS TO SCHEDULE II</b>	<b>175</b>
<b>WORKMEN'S COMPENSATION RULES 1924</b>	<b>176</b>
<b>TRANSFER OF MONEY RULES</b>	<b>207</b>
<b>CODE OF CIVIL PROCEDURE EXTRACTS FROM FIRST SCHEDULE</b>	<b>210</b>
<b>WORKMEN'S COMPENSATION RETURNS</b>	<b>229</b>
<b>PROVINCIAL RULES —</b>	
Assam	232
Bengal	235
Bihar and Orissa	240
Bombay	245
Central Provinces and Berar	252
Madras	258
Punjab	268
United Provinces	272
Burma	276
<b>CASES CITED</b>	<b>279</b>
<b>INDEX</b>	<b>281</b>



## PREFACE

The extensive changes made in the law in recent years have rendered necessary a complete revision and a considerable expansion of this book, and most of the commentary now offered is new. The opportunity has been taken to include those portions of the Code of Civil Procedure which are applicable to workmen's compensation proceedings, and to give the provincial rules in much greater detail than before. For permission to reproduce the latter, the author is indebted to the Governments concerned.

In view of the author's official connection with the subject of this book, it should be clearly understood that the statements made in it represent his personal views and have no official authority of any kind.



# INDIAN WORKMEN'S COMPENSATION

## CHAPTER I

### INTRODUCTORY

#### General Principles

1 BEFORE entering on the discussion of the Indian Act a few observations are offered on the general principles of workmen's compensation law. Although it forms a branch of civil law, its underlying conceptions differ from those which are familiar in other branches of that law.

2 THE main conception underlying all workmen's compensation laws is that of social insurance. Most forms of employment involve some risk to limb or life, and workmen and their families are given by the law insurance against the financial effects of accidents. Unlike other forms of social insurance, this involves no contributions from the workmen—the cost of insurance is thrown on their employers. The employer may act as his own insurer, i.e., he may carry the risk himself by failing to insure his claim, or he may pass on the risk by means of insurance. In some countries he is obliged to insure himself either with insurance companies or the state, and it is in theory undesirable that there should be the possibility of default in meeting the workman's claim owing to the financial difficulties of the employer. But whether the risk is borne directly by the employer or whether he passes it on by paying a regular premium, any extra cost devolves in theory on the consumers of the goods produced by adding a small amount to the cost of the production of these goods. But if the financial as well as the bodily risks had to be borne entirely by the workmen there would be a tendency for this to be reflected in wages where the risks are appreciable. Consequently the application of compensation need not result in any enhancement of cost, and may represent a spreading of liability on the workmen themselves.

3. Workmen's compensation is thus not a matter of damages for injury. The employer who has to pay may be in no way to blame for the accident, and even in those cases (which form the minority) where he has contributed to it the fact that he has been negligent is ordinarily immaterial. "The right given is no remedy for negligence on the part of an employer, but is rather in the nature of an insurance of the workman against certain sorts of accident." Negligence on the part of the workman is as a rule equally immaterial. Even where this has been the sole cause of the accident, the claim ordinarily stands good, although the Indian Act, like most other Acts, excludes some accidents due to the serious fault of the workman. Still less does workmen's compensation involve any idea of penalty. The fact that accidents to workmen involve payments by employers tends to encourage efforts on the part of the latter to prevent accidents. This is an additional benefit which the community gains from the law but is not its primary aim.

4. ONE further distinctive feature of most workmen's compensation laws may be noted. Workmen's compensation involves the creation of a civil right enforceable by a duly appointed authority when necessary. But in India and in many other countries having Workmen's Compensation Acts, it is misleading to think of the parties and the Commissioner as occupying the same positions as the plaintiff and defendant and the Court in a civil suit. It is not an accident that the words "plaintiff" and "defendant" are nowhere used in the Act or rules, and that the word Court appears in the Act only where it refers to an authority other than the Commissioner, as in sections 18 A(2) and 19(2) or where the Commissioner is expressly given the powers of a Civil Court as in section 23. The position of the Commissioner is discussed in a later chapter. But the essential difference from the ordinary relations of civil procedure is that the State leaves less to the discretion of the parties and assumes a greater responsibility for seeing that justice is done. There is here not the mere judicial adjudication between conflicting claims. There is also present in some degree the executive conception of a will residing in authority to make effective the benefit which the law confers. This may be traced, for example, in those provisions which prevent "contracting out" in the powers of initiation vested in the Commissioner in the wide discretion he has in certain matters and in his general responsibilities.

\**Per Viscount Haldane Upton v G C Ry (1924) A C 302, VVIB W.C.C. at p 272*

### Development of Indian Law

5 THE original Indian Act (Act VIII of 1923) was based on a scheme prepared by a Committee which sat in 1922 and which reviewed the opinions received in response to a circular issued by the Government of India. In introducing the original Bill in the Legislative Assembly Sir Charles Innes said What we have tried to do is to frame a Bill under which men without any expert legal knowledge the employer and his workman will be able to see for themselves whether in any particular case compensation is due and if so what the compensation amounts to.

as pos

in char

Ameri

considerable amount of its phraseology was borrowed. It has formed the model for legislation on workmen's compensation in Malaya Ceylon and elsewhere.

6 ACT VIII of 1923 came into force on 1st July 1924. It still forms the basis of the Indian law but it has been substantially amended at later dates. Minor corrections and changes were made by Acts VII of 1924 XXXVII of 1925 and XXIX of 1926. Somewhat larger changes were made by Act V of 1929 which enlarged the categories of workmen removed a restriction on compensation in the building trades altered the provisions relating to the distribution of compensation and made a number of other amendments.

7 Much greater changes were made by Act XV of 1933 which represented a general revision of the law on the lines recommended by the Royal Commission on Labour in India in 1931. The structure and general features of the Act were unaffected but six new sections\* were added fourteen of the existing sections were amended and three of the Schedules were enlarged or radically altered. The number of workmen included was greatly enlarged the scales of compensation were increased and the waiting period reduced. The other more important changes included alterations in the definition of dependant the abrogation of the exceptions to clause 3 (1) for fatal accidents, a great simplification in the provisions for calculating compensation the relaxation of the law in respect of notice by workmen the grant to the Commissioner of certain powers of initiative in fatal accidents and alterations in procedure in such accidents.

---

\* Sections 10-A 10-B 18-A \*\* A 30-A and 35.

### Application of Act

8. Act XV of 1933 came into force on 1st January 1934; but the changes which became effective on that date were mainly those relating to procedure. Those amendments which

- (a) affected the amount of compensation, whether by altering the scales or the waiting period, or the method of calculation,
- (b) had the effect of altering the categories of workmen and dependants, and
- (c) altered the conditions governing the grant of compensation, e.g., by abrogating the exceptions, or enlarging the list of diseases,

apply only in the case of accidents occurring on or after 1st July 1934. The Act, as printed in this volume, represents the law as it now stands<sup>†</sup> with all the amendments made by the 1933 Act and earlier Acts, and the discussion in the commentary relates to the Act in this form. If a question arises regarding the compensation for an accident which occurred prior to 1st January 1934, reference should be made to the Act as it stood before any of the amendments made by the 1933 Act. If a question arises regarding compensation for an accident which occurred in the first six months of 1934, sections 2, 3, 4 and 5 and Schedules II, III and IV must be read as they stood prior to the 1933 amendments, and the rest of the Act applies as it now stands.

9. THE Act applies to the whole of British India [Section 1 (2)]. Its operation has also been extended to Berar, to the Civil and Military Station of Bangalore and to certain railway lands within Indian States. In all these areas, the Act applies in the same form as in British India, i.e., the subsequent amending Acts are also in force.

<sup>†</sup> February 1936.

## CHAPTER II

---

### WORKMEN

10. THE Act is an Act for the payment of compensation to certain workmen and the first question which arises is therefore—what workmen come under its provisions? The relevant provisions are section 2 (1) (n) Schedule II and section 2 (3). The following paragraphs discuss in turn the various classes of workmen who are covered by or under these provisions. It is scarcely necessary to point out that the expression *workman* includes a woman. See section 13 (1) of the General Clauses Act and section (2) (1) (d) of this Act, which refers to the husband of a workman. Children are also included, special provisions govern the amounts of compensation to be given to them.

#### Railways

11. THE important provisions governing railway employees are sub section 2 (1) (n) (i) and clause (xii) of Schedule II. Of these, the former relates to railway workers who are employed directly and the latter to those who serve under railway contractors or sub contractors. Both clauses refer to the Indian Railways Act, 1890, the important provisions of that Act for the present purpose are the following—

3 (4) ““railway” means a railway, or any portion of a railway, for the public carriage of passengers, animal or goods, and includes

- (a) all land within the fences or other boundary marks indicating the land appurtenant to a railway,
- (b) all lines of rails, sidings or branches worked over for the purposes of, or in connection with, a railway,
- (c) all stations, offices, warehouses, wharves, workshops, manufactories, fixed plant and machinery, and other works constructed for the purposes of, or in connection with, a railway, and

(d) all ferries, ships, boats and rafts which are used on inland water for the purposes of the traffic of a railway, and belong to or are hired or worked by, the authority administering the railway '

3 (7) "railway servant" means any person employed by a railway administration in connection with the service of a railway '

148 (1) 'For the purposes of section 3, clauses (5), (6) and (7), and' (a number of other sections) 'the word "railway," whether it occurs alone or as a prefix to another word, has reference to a railway or portion of a railway under construction and to a railway or portion of a railway not used for the public carriage of passengers, animals or goods as well as to a railway falling within the definition of that word in section 3, clause (4)'

A comparison of these provisions with the provisions of the Workmen's Compensation Act shows that, subject to the exceptions noted in paragraphs 12 to 15 below, all railway employees are workmen, including those employed on services which are ancillary to the railway and those employed on lines under construction. No distinction is made between light railways and other railways.

12 Four classes of railway servants are excluded from the definition of workman by express provisions. The first class consists of persons "whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's trade or business." In view of the definition of "railway servant" given above, this exception has little practical importance so far as those employed directly under a railway administration are concerned. Such workers, even if employed on work of a casual nature, are practically all employed for the purposes of the business of the railway, and so the exception will not exclude them. It may operate to exclude a few men employed under railway contractors. The general meaning of the exception is discussed in paragraphs 52 to 55.

13 The second exception excludes those persons who are "permanently employed in any administrative, district or sub divisional office of a railway." For example, orderlies attached to the office of the Traffic Manager at headquarters, and clerks working in an Assistant Engineer's office are excluded by this provision. But a confidential clerk or an orderly whose duties involved his accompanying an officer on his tours from time to time would not come within this exception, even though he

happened to be working in the headquarters office when an accident overtook him.

14 THE third class excluded consists of some, but by no means all, of those employed on railways who are in receipt of more than Rs 300/- a month. This exception governs all persons included in Schedule II and section 2(1)(n) (i) excludes from the definition of railway servant all persons "employed in any such capacity as is specified in Schedule II". It follows therefore that persons employed under contractors on railways are covered only if their monthly wages do not exceed Rs 300/- and the same limitation applies to any railway workers who come within any of the items in Schedule II. Thus if they get more than Rs 300/- a month, persons employed in railway workshops are excluded because they come within clause (ii) of Schedule II. The same monetary limit applies to persons employed in railway collieries, because they come within clause (v) of Schedule II, and to railway electricians, because they come within clause (xix) and so on. On the other hand a stationmaster getting Rs 400/- a month is a workman because he is not included in Schedule II. For a discussion of the method of calculating wages, see paragraphs 164 to 173.

15 THE last exception is that which excludes persons "working in the capacity of" members of 'His Majesty's naval, military or air forces or of the Royal Indian Marine Service'. If, during an emergency, regular soldiers or members of the Auxiliary or Territorial Forces are ordered to assist in running the trains, they will not be covered by the Act. But the fact that a regular engine driver is a member of the Auxiliary Force does not exclude him from the Act while he is doing his ordinary work, for he does not drive the engine in his capacity as a member of the Force.

#### Schedule II : General Observations

16 BEFORE passing to the detailed consideration of the remaining classes of workmen who are specified in Schedule II, it may be well to consider the items of that inclusion in any workman for the purposes of the Act, all the groups included in the Schedule must be read as subject to the three general exceptions discussed in paragraphs 52 to 58 below. Each of these operates to exclude from the benefits of compensation a certain number of persons who come within the Schedule.

17 AGAIN, it should be noticed that, except in clause (xii), which has already been considered, and in clause (xiii), which relates to a branch of Government service, there is no reference to the employer. Workmen are defined in most cases with reference to their occupation, and in some cases with reference to the premises in which they are employed. In consequence, it does not matter for the purposes of his inclusion in the Act, in any case other than that of a railway worker or a postal servant, whether the workman is employed by a contractor or sub contractor working under an employer, or by the principal employer directly. The special provisions relating to the liability of contractors are discussed later, see paragraphs 64 to 76. It is sufficient to note here that the workman has in most cases a right to claim from the principal employer.

18 CLAUSES (ii) (iii), (iv), (v), (xvi) and (xvii) of Schedule II contain references to the numbers of persons employed in various establishments in the preceding twelve months. By virtue of the Explanation at the end of the Schedule, this period is to be understood as meaning the twelve months ending with, and thus including, the day on which the accident occurred. The test of numbers moreover, in all these cases need only be satisfied in respect of a single day during the whole of that period. A further point to be noticed in respect of these numerical tests is that, in applying them the exceptions to the definition of workman, discussed in paragraphs 52 to 58 below, have no relevance. In many cases, for example, the members of the supervising staff are covered by the clauses of Schedule II, and if so the fact that they may be getting more than Rs 300 a month will not warrant their exclusion from the calculation of the numbers employed, although it will operate to exclude them from rights to compensation. Thus there may be cases where the test of numbers is satisfied although the actual number of "workmen" is less than the number specified in the clause in question.

19 CLAUSES (i), (ii) (x), (xv), (xvi) and (xvii) exclude from the definition of workman persons belonging to the categories covered by these items but employed "in a clerical capacity". This is in pursuance of the main object of the Act, which is to provide for workmen. The phrase should be strictly interpreted with regard to the work on which the employee was engaged at the time of the accident. The fact that a man ordinarily works as a clerk will not exclude him if he is injured while working temporarily in another capacity. Thus a tramway clerk sent

out as an inspector ceases to be employed in a clerical capacity for the time being, and a factory clerk engaged in the supervision of manufacture is not excluded while so working

### Tramways, Motors, etc

20 THE first clause of Schedule II includes persons employed "in connection with the operation or maintenance of mechanically propelled vehicles" The phrase "mechanically propelled vehicles" is not free from ambiguity If this clause stood alone, "mechanically propelled" would certainly be taken as covering all forms of propulsion other than human or animal agency, for this is its ordinary connotation But an element of doubt is introduced by the wording of clause (vi) (a) which draws a distinction between ships propelled by steam water or other "mechanical powers" and those propelled by electricity [See also clause (ii)] This could be used to support the plea that electricity is not a form of mechanical power and that consequently vehicles

"propelled" in their ordinary connotation as given above

as the whole tendency of the changes made in the Schedule in 1932 was in the direction of enlargement the legislature presumably had no intention of excluding the most hazardous type of tramway work Work in connection with horse trams would appear, however to be excluded On the view suggested above bicycles are excluded

21 THERE is no dubiety about the inclusion of vehicles propelled by steam, petrol or oil engines All motor vehicles are thus included, and private chauffeurs as well as commercial drivers are therefore workmen The word "vehicle" is not defined, its ordinary meaning includes contrivances designed for the carriage of passengers or goods on land but excludes contrivances operating on water, a boat is not a vehicle The only doubtful case is that of aircraft Probably aeroplanes would be treated as vehicles, but not seaplanes which are incapable of moving under their own power on land The phrase "in connection with" is an extremely wide one and covers for example, the whole of the staff maintained for working or keeping in order steam

road rollers and the whole of the staff employed for repairing motor cars or keeping them in running order in a repairing shop or garage

22 CLERICAL employees and persons employed "on a railway" are excluded "Railway" is not defined here as it is in clause (xi), and must therefore be read as having its ordinary meaning and not the very wide technical meaning given to it in the Railways Act. It means more than the actual rails, and is probably to be regarded as including the railway lines together with the adjuncta required for their operation, such as stations, signal boxes, etc. On this view the employees in a motor bus service maintained by a railway administration are not excluded by the words "otherwise than on a railway" and come within the scope of clause (i). In view of what is stated in paragraph 14 the question of whether such workers come under this clause or not affects them only if they are getting more than Rs 300/- a month.

### Factories and Workshops

23 CLAUSES (ii) to (iv) of Schedule II relate to employees engaged in various forms of manufacturing activity. Clause (ii) covers the factories using power plant and clause (iii) the workshops in which no power is used, while clause (iv) covers persons manufacturing explosives.

24 CLAUSE (ii) is somewhat involved in construction, but it should be read as if the letters (a) and (b) were inserted after "whereof" and "and". In other words the phrase beginning with "in any kind of work" must be read as attached to the second "employed" and not to the first "employed". That this is the correct reading is evident from the fact that on the alternative reading the concluding phrase relating to steam, water, etc., would not make proper sense. There are thus four conditions to be satisfied to bring an employee within this item, namely —

- (1) A manufacturing process must have been carried on in the establishment,
- (2) Power must be used somewhere in the establishment;
- (3) The number of persons employed in the processes or in some form of connected work must have exceeded ten,
- (4) The employee must have been engaged somewhere in the premises or their precincts. These conditions are discussed in turn in the following paragraphs

25 "MANUFACTURING PROCESS" is defined in terms of section 2 (4) of the Factories Act, which reads as follows —

"'manufacturing process' means any process for or incidental to—

- (a) making, altering, repairing, ornamenting, finishing, or otherwise adapting for use, transport or sale, any article, or part of an article, or
- (b) refining oil or pumping or filtering water, or
- (c) supplying, generating or transforming pneumatic, hydraulic or electrical energy,

and includes the baling of any material for transport  
This is in very wide terms and includes practically every form of industrial activity that can be carried on in fixed premises

26 PASSING to the second condition, it is sufficient if power is used anywhere on the premises. The definition of power may be regarded as including all forms of the supply of energy except human and animal agency. The words on any day of the preceding twelve months do not govern the use of power, and the criterion is therefore whether power was used or not used at the time of the accident. But the word used should not be interpreted so strictly as to exclude a workman injured at a moment when the machinery had temporarily stopped. It would seem to be sufficient if the use of power had not been definitely discontinued before the time of the accident. The test on this view is not—was power used at the moment of the accident? It is—At the time of the accident were the premises ones in which power was installed and ordinarily used? It should be added that the power need not be used to work machinery; it is sufficient if it is used for any purpose.

27 THE third condition is that of the numbers employed. At least ten persons must have been employed at some time in the preceding twelve months (see paragraph 18 above). They must have been employed either in a manufacturing process as defined above, or in any other kind of work whatsoever incidental to or connected with any such manufacturing process or with the article made. These words are taken with minor changes, from section 2 (2) (d) of the Indian Factories Act 1911 which was taken in turn from the British Factory and Workshop Act, 1901, and are not easy to interpret. But they should probably be taken as covering only work which contributes in some more or less direct way to the sequence of events which takes place in a

factory from the time the raw material is first handled until the goods produced are ready for delivery. On this interpretation, clerks, employed purely on the accounts and correspondence are excluded,\* their work has not a direct relation either with the processes or with the articles. The same is true of doorkeepers, watchmen and persons employed purely for keeping the premises clean. But the supervising staff are directly in touch with the processes, and the engine room staff are equally connected, for without them the essential processes would have to stop. Similarly those who carry the raw material to a machine, or who pack the finished product are doing work connected with the article which is the subject of the process and with the article made respectively.

28 IN connection with the fourth condition, the important point to notice is that the actual occupation on which the employee is engaged is quite immaterial. All that matters is that he should be employed in some capacity within the premises or their precincts. Thus a watchman and a sweeper, although they do not count for making up the 10 persons necessary, counts "workmen" once the condition of there having been 10 persons is satisfied. The whole of the factory employees, on whatever work they are engaged are workmen if the other three conditions are satisfied. The only persons excluded are those employed in a clerical capacity (See paragraph 19).

29 CLAUSES (ii) and (ii) are simpler. The former covers the larger workshops in which power is not employed. The limit of persons is placed at 50, they must be employed "for the purpose of" any one of various specified processes and if so employed, they are "workmen". The list of these processes is taken from clause (a) of the definition of manufacturing process given in a paragraph 25 above. To be employed *for the purpose of* carrying on certain work is not, of course, the same as to be

30 IN the case of establishments manufacturing or handling explosives, such as fireworks makers' shops or places making or dealing in ammunition, the number is reduced to 10. Handling counts equally with manufacture, but the employees must be

\*They are not excluded by the words "otherwise than in a clerical capacity," or these words have no application in this connection.

engaged in and not merely for the purpose of, the manufacture or handling. This narrower phrase, however, would probably be held to cover the supervising staff in a manufacturing establishment.

### Mines, Excavations and Oilfields

31 CLAUSE (v) of Schedule II covers employees in mines and refers to section 3 (f) of the Indian Mines Act, which reads as follows --

"Mine" means any excavation where any operation for the purpose of searching for or obtaining minerals has been or is being carried on, and includes all works, machinery, tramways and sidings, whether above or below ground, in or adjacent to or belonging to a mine.

Provided that it shall not include any part of such premises on which a manufacturing process is being carried on unless such process is a process for coke making or the dressing of minerals.'

This is obviously an extremely wide definition, and covers everything in the way of excavating for minerals from a man digging for Lankar upwards. It includes quarries as well as underground mines.

But the proviso to clause (v) excludes the less important excavations by requiring one of three conditions, namely —

(1) more than 50 persons must have been employed on some day during the preceding 12 months,

(2) explosives must have been used on some day during the preceding 12 months,

(3) the depth of the excavation must exceed 20 feet.

These conditions need not all be satisfied, when any one of them is satisfied, the excavation ranks as a mine if it comes within the definition given in the preceding paragraph. In connection with the first condition, the number fifty must be made up of men employed in the excavation, and the word excavation apparently excludes the 'works, machinery, etc' referred to in the definition of mine, and includes only the actual workings, open or below ground, where work is going on.

32 On the other hand, the definition of workman is not limited in this manner. In addition to the persons employed in the actual mining operations, everyone else who is employed below ground is covered, and persons engaged in 'any kind of work... incidental to or connected with any mining operation or

with the mineral obtained" are also included. This last phrase must be interpreted in the same manner as the corresponding part of the factory definition (see paragraph 25). Some direct relation would appear to be necessary between the worker and the actual operations involved in extracting the mineral and transporting it to the stage where it is ready to be taken from the premises. Clerks are excluded here only if they are not working "below ground." These last words presumably cover only places which have ground vertically above them, they do not cover an open quarry below the level of the adjoining ground.

33 OTHER excavations are mentioned in clause (xi.) of Schedule II where the three conditions mentioned in paragraph 31 again appear. Here again only one of them need be satisfied. As dams, embankments roads and various other forms of engineering activity come within clause (viii) probably the only important class of work included by virtue of clause (xi.) is the digging of wells. The last condition which in such cases will usually be the important one, must be applied with reference to the depth of the excavation at the moment when the accident occurs, and not with reference to the depth which it was intended to reach. The object of the excavation is here immaterial whereas clause (v) applies only where the object is to secure minerals.

34 AN oil well is a mine within the meaning of clause 3 (f) of the Mines Act, but work in oil fields is covered by clause (xii.) of Schedule II which is wider in its terms than clause (v). All persons employed in connection with the operations are covered, with the exception of clerks (see paragraph 19), and the number employed is immaterial. Those employed in work on the pipe lines are included in clause (x) and those employed in the refineries come under clause (ii.).

### Ships and Docks

35 CLAUSE (ii) of Schedule II covers the masters and seamen of certain ships. The definition includes all those ships which move under power, and any ship which is towed or is intended to be towed by a ship which moves under power. Other ships of 50 tons and over are also included. "Ship" has the meaning assigned to it by section 3 (51) of the General Clauses Act (X of 1897), which reads, "ship shall include every description of vessel used in navigation not exclusively propelled by oars." Sub clause (a) of clause (vi) thus covers, in addition to steamers, all lighters, barges and "flats" which are intended to be towed.

by a steamer, and such clause (b) covers sailing ships of the prescribed net tonnage 'Seaman' is defined in clause 2 (1) (L) as including every person forming part of the crew of any ship, other than the master, and masters are separately mentioned here. There is no mention of the place where the ship plies, so that crews on inland waters, on tidal waters and at sea are alike covered, but the Act does not extend beyond the territorial waters of British India [Section 1 (2)]

36 INDIAN lascars recruited in India for service on the great majority of sea going ships, and their dependants, are however entitled to compensation in accordance with the provisions of the Act, even when the accident occurs outside British India, and even though the ship is registered abroad. This right is not created by the Act itself, but by a stipulation in the Articles of Agreement entered into under the Indian Merchant Shipping Act (XXI of 1923). This stipulation gives by agreement to the lascars to whom it applies the same rights of compensation as workmen under the Act in respect of their employment under the agreement, and provides that, in the event of dispute, the dispute shall be settled by a Commissioner for Workmen's Compensation, whose decision is final. But proceedings before a Commissioner in pursuance of this agreement are of the nature of civil arbitration proceedings, and are not proceedings under the Workmen's Compensation Act. The right to compensation does not arise if the seaman has filed a claim for compensation under the law which is in force in the country in which the ship is registered. Thus lascars on ships registered in Great Britain, if g  
com  
to s

37 A FURTHER class of employees on vessels is specified in clause (xvii), which relates to ferry boats. The test here is whether the ferry boat is capable of carrying more than ten persons. If it is so capable, persons employed in its operation are workmen. 'Capable' should be interpreted with reference to the number of persons the boat is designed to carry, and not with reference to the number of persons that a rash ferryman may happen to take. Persons employed on light ships are included by clause (xx).

38 CLAUSE (xviii) covers those whose work is connected with ships but who are not seamen and is in two parts. The first part includes those who are "employed for the purpose of" various forms of activity connected with ships, such as shipbuilding and

shipbreaking, repairing, fuelling, painting and cleaning This part of the clause refers also to those employed for the purpose of loading or unloading ships, but workers of this type appear again in the second part of the clause in much more comprehensive terms Thus certain occupations, such as unloading goods from a ship, come under both parts of the clause There is, however, an important difference between the two parts in respect of such occupations, for the second part relates to work done within specified geographical limits, namely the limits of ports subject to the Indian Ports Act, whereas the first part contains no express mention of place But that part should be regarded as relating only to work done in juxtaposition to a ship This is clear from the nature of the occupations Thns "the work of loading does not begin until there is contact and collaboration between the cargo owners' servants in charge of the cargo on shore and the ship's crew or stevedores employed in their place and ready on board ship to receive the goods as they come over the ship's rail and stow them in the hold \* Unloading begins where loading ends and the remaining occupations cannot possibly be conducted except in contact with a ship or part of a ship The first part of the clause then applies wherever a ship may be, but in respect of loading and unloading it does not extend beyond the work done in transferring the goods from the ship to the shore (or to another ship) the second part applies only within port limits, but covers practically all movements of goods within these limits whether a ship is present at the time or not

39 THE most difficult words in the clause are possibly the words for the purpose of which it will be observed cover the occupations mentioned in the first part but not those mentioned in the second They should not be regarded as intended to cover work done away from the ship † but the fact that 'for the purpose of' is used in the first part and 'in' in the second part shows that a difference is intended and the first phrase is distinctly wider than the second It would, it is suggested, cover tally clerks, for example, and men employed in the hold of a ship to

\*Per Coutts-Trotter, C J in Ralli Bros, Madras v Perumal 52 Mad 747

†Ralli Bros, Madras v Perumal and Parau v Trustees of Port of Bombay, 54 Bom 114

Cauton is necessary in relying on these cases as the clause had not then

repair the bags as a cargo of grain is being unloaded. The words "employed in the handling or transport" seem to imply more direct contact with the actual operation, but are probably wide enough to include the supervising staff.

### Buildings, Public Works, etc.

40. CLAUSES (viii), (ix) and (x) cover a wide range of persons employed in the building trades and various kinds of public works.

building. Thus a building which is intended to have two storeys, but of which less than the first storey has been finished is included. So is a building which has been 20 feet high, but of which all but the top 10 feet is below ground level. In the case of dams and embankments, the same criteria are not applied, where it is the actual height reached that matters.

41. THE introductory words differ in the case of the three clauses. Clause (viii) includes only construction, repair and demolition, clause (ix) adds maintenance to these and clause (x) adds "working". Repainting, when this is necessary, is a form of "repair".\* Maintaining, as distinct from repairing, would cover mere inspection work. "Working" covers the large number of persons employed in the operation of aerial rope ways, canals, etc. Clerical employees are excluded in clause (x), so that, for example, the revenue staff employed on an irrigation canal are not workmen. There is no similar exclusion in items (viii) and (ix) where the definitions are so framed as to exclude those not directly connected with the actual operations. In all three cases the staff supervising or directing the operations may be regarded as included.

### Posts and Telegraphs

42. CLAUSE (xi) of Schedule II includes a large number of employees of the Posts and Telegraphs Department. These are divided into two groups of which the first consists of those in specified occupations in the Railway Mail Service. The second group includes all those who are "employed in any occupation ordinarily involving outdoor work." It thus covers postmen, telegraph peons and persons engaged in similar occupations.

\* N H Sidhwa v Krishnabai, *Bombay Labour Gazette*, Jan 1936, p 335

Such employees are covered whether they were working indoors or out of doors at the time of the accident, the test is whether the job to which they were working at that time ordinarily involved outdoor work. An occupation which regularly involves both indoor and outdoor work is an occupation "ordinarily involving outdoor work"; it is not necessary that the occupation should involve nothing but outdoor work. But outdoor work is not the same thing as outdoor employment. Travel in the open air from place to place, such as is done by an inspector of village post offices may be outdoor employment but is not outdoor work.

43 THE definition of the employees in this instance by means of reference to a department of Government gives rise to a special position in respect of those who are engaged by contractors. Employees serving under postal contractors are ordinarily not employed in an occupation in the Department, they are not in the Department, in the accepted sense of the term. In consequence they do not come within this clause. But if they come under another clause of the Schedule, such as clause (i), as they frequently will, the Department will almost always be liable for compensation. This follows from the provisions discussed in paragraphs 64 to 70, to which reference should be made. Other employees of the Posts and Telegraphs Department are included by virtue of other clauses of the Schedule. Nearly the whole of the telegraph engineering staff, for example, comes under clause (ix).

#### Plantations

44 THE most important of the remaining classes of workmen is that included by clause (xviii) of Schedule II, which relates to plantations. Plantations are defined as estates "maintained for the purpose of growing cinchona, coffee, rubber or tea." There must have been 25 persons employed; see paragraph 18. With the exception of clerks (see paragraph 19), all persons employed on the estate are included.

45 "STATE" is not defined and it would be possible to read the words "employed on any estate" as covering every one employed within the geographical limits of the plantation. But it is probably more correct to regard "employed" as having a closer connection with "estate" and to take the latter term as embodying the conception of organization as well as that of location. If this view is accepted, only those who are connected with the estate are included. Thus, to take an example, an assistant to a shopkeeper whose shop happens to be on the estate

is not included. In other words "employed on" has not the same meaning as "employed within the limits of." On the other hand it should not be interpreted so narrowly as to exclude all who are not on the books of the estate. Had this been the intention, the clause would probably have read "employed for the purpose of growing," compare clauses (iii) and (vii). The phrase "employed on any estate" appears to be wide enough to include all those employed on the estate, directly or indirectly. Thus for example, managers are probably included.

46 It may not invariably be easy to determine what constitutes one estate, although ordinarily the matter should admit of no doubt. If an area of land is to constitute a single estate, it must be under the same owner or group of owners but common management is not essential. An owner does not divide an estate into two estates by entrusting part of it to one manager and part to another. On the other hand the mere fact of common ownership is not sufficient to make two pieces of land one estate, for one man or company can hold several estates. The safest test is to look to the title deeds of the area. If it came into the owners hands and into the hands of all their predecessors by a single transfer it will probably be regarded as a single estate. The whole area "maintained for the purpose of growing any of the specified crops" is part of the estate including land that is under preparation or land kept for ancillary purposes, such as the rice lands allotted to plantation labourers or kept as reserves for firewood.

### Miscellaneous Occupations

47 THE remaining clauses of Schedule II add comparatively small groups to the list of workmen. Clause (xi) includes those employed in the service of fire brigades. Clause (xii) includes all those employed in any occupation involving blasting operations but most of those who come under this clause are also covered by other clauses such as clauses (v), (viii) or (xi). Clause (xix) relates to those employed in connection with electrical or gas undertakings. Nearly all those working in gas works or electric supply stations are already covered by clause (ii) but clause (xix) extends protection to those whose work lies outside the factories such as electricians attending to transmission lines and installations or employees of gas companies attending to pipes etc. Clerks are excluded but employees whose work is the opening and

reading of meters are not employed in a purely clerical capacity and are therefore workmen

48 CLAUSE (xx) relates to lighthouse employees, "lighthouse" is to be interpreted as defined in section 2 (f) of the Indian Lighthouses Act, which reads —

"lighthouse" includes any light vessel, fog signal, buoy, beacon or other mark, sign or apparatus exhibited or used for the guidance of ships

This adds little to the ordinary meaning of lighthouse for the present purpose, as men could hardly be employed in any of the structures mentioned except light vessels, and most of these are outside territorial waters

49 CLAUSE (xxi) covers persons employed in the cinematograph industry. Two categories are specified, those employed in the production of films intended for public exhibition and those employed in exhibiting such pictures. To be "employed in" certain work is not the same as to be "employed for the purpose of" that work, it implies a closer connection between the employee and the work. The first category includes actors,

cinema theatre would probably not be regarded as "employed in exhibiting" the pictures, the phrase seems to cover only those who are connected in some direct way with the actual exhibition of the pictures, either by directing the operations or by sharing in the mechanical work. Clause (xxii) of Schedule II, which covers persons employed in training, keeping or working elephants or wild animals, has been supplemented in respect of work with elephants, by the notification discussed in paragraph 51. Clause (xxiii) requires no comment.

#### Notified Occupations

50 SECTION 2 (3) empowers the Government of India to enlarge Schedule II by notifying, after previous notice, additional classes of persons employed in hazardous occupations. A number of classes were so notified under the sub section as it stood prior to 1934 but these notifications have been withdrawn and the classes have been included in the present Schedule. Consequently the only effect of these notifications is to give protection in respect of certain workmen who met with accidents before 1st July 1934. They are not reproduced here. The power conferred by the proviso to Section 2 (3) has never been used.

51. THE only notification which has been issued since 1st July 1934 and which accordingly enlarges Schedule II is reproduced on page 175. It includes four occupations which are particularly associated with, but not confined to, forest work. The terms used to define the occupations are straightforward. Persons employed in a clerical capacity are excluded (see paragraph 19).

### Excluded Workers

52. CERTAIN classes of workers, although falling within the categories discussed above, are excluded from the definition of "workman" by three exceptions contained in section 2 (1) (n) and in consequence are not entitled to claim compensation. The first exception is contained in the opening words of section 2 (1) (n), which exclude every "person whose employment is of a casual nature and who is employed otherwise than for the purposes of the employer's trade or business". There are thus two conditions both of which must be satisfied\* before this exception becomes operative. The worker must be engaged on casual work and he must also be employed otherwise than for the purpose of his employer's trade or business.

53. THE words in question were taken from British legislation and will be found in section 3 (2) (b) of the British Workmen's Compensation Act of 1925. In spite of the various British decisions it is not possible to give any exact definition of the term "casual nature". The question of whether work is of a casual nature is one of fact, to be decided on the circumstances of each case. Employment, to be casual, must be either short or intermittent, and there must be something uncertain, almost accidental, about it. It is fairly safe to describe 'casual' as the reverse of "regular, and continuous employment is not casual, provided that the words 'regular' and 'continuous' are examined from the point of view of the person offering the employment and not from the point of view of the person undertaking it. By way of illustration consider the case of a man regularly each of days and without any understanding that that man had a claim to the work the employment under each employer would be of a casual nature. On the other hand if any particular person who employed him

\**Cf.* Abdul Hossein v. Secretary of State for India, M.L.S.R. 433  
Perryakal v. Agent, S.I.Ry., LVIII Mad 804

had an arrangement that he should call and examine and repair the roof once every half year, that employment would not be casual, although it would not be continuous. Similarly, if the

not be casual, although the man might be doing exactly the same work as before

54 BUT IT IS NOT SUFFICIENT TO EXCLUDE A MAN TO PROVE THAT HIS WORK IS OF A CASUAL NATURE. HE MUST BE "EMPLOYED OTHERWISE THAN FOR THE PURPOSES OF THE EMPLOYER'S TRADE OR BUSINESS". THIS PHRASE AGAIN HAS BEEN THE SUBJECT OF FREQUENT DECISIONS IN ENGLAND. IT IS OBVIOUSLY WIDER THAN THE PHRASE "PART OF THE TRADE OR BUSINESS" USED IN SECTION 12. MR PARSONS, K.C., SUGGESTS THAT THE "REAL TEST OF WHETHER THE EMPLOYMENT IS FOR THE PURPOSES OF THE TRADE OR BUSINESS IS WHETHER THE EMPLOYER ENTERED INTO THE CONTRACT OF SERVICE IN HIS CAPACITY OF TRADESMAN OR MAN OF BUSINESS, OR IN HIS CAPACITY OF PRIVATE INDIVIDUAL."\* THIS TEST IS IN CONSONANCE WITH THE REPORTED DECISIONS IN BRITAIN, AND IS NOT DIFFICULT TO APPLY. [SEE ALSO PARAGRAPHS 67-8.]

55 IN THE LIGHT OF THE TWO CONDITIONS DISCUSSED IN THE PRECEDING PARAGRAPHS, IT IS PROBABLE THAT THE ONLY COMMON CASES THAT WILL COME UNDER THIS EXCEPTION IN THE PRESENT ACT ARE CASES OF MEN BROUGHT IN TO DO BUILDING WORK. DOCK LABOURERS, THOUGH MOST OF THEM ARE TYPICALLY PERSONS EMPLOYED ON WORK OF A CASUAL NATURE, ARE NEARLY ALWAYS EMPLOYED FOR THE PURPOSES OF THEIR EMPLOYER'S TRADE OR BUSINESS. IF A SCHOOLMASTER BRINGS IN MEN TO REPAIR THE ROOF OF HIS PRIVATE HOUSE, SUCH MEN WILL NORMALLY SATISFY BOTH THE CONDITIONS GIVEN IN PARAGRAPH 52 AND WILL THEREFORE BE EXCLUDED. IF A SHOPKEEPER EMPLOYS MEN ON EXACTLY SIMILAR WORK ON HIS SHOP, SUCH MEN SATISFY THE FIRST CONDITION BUT NOT THE SECOND, AND ARE THEREFORE "WORKMEN" IF THEY COME WITHIN THE SCHEDULE. AND IF A SCHOOLMASTER ENGAGES MEN TO WORK REGULARLY ON CONSTRUCTING A NEW HOUSE FOR HIMSELF, THESE MEN SATISFY THE SECOND CONDITION BUT NOT THE FIRST, AND THEREFORE COME WITHIN THE ACT IF THE HOUSE IS TO CONSIST OF MORE THAN ONE STOREY.

56 THE SECOND EXCEPTION IS CONTAINED IN THE WORDS "ON MONTHLY WAGES NOT EXCEEDING THREE HUNDRED RUPEES" IN SECTION 2 (1) (n) (ii). THIS OPERATES TO EXCLUDE THE BETTER PAID MEN ON THE GROUND THAT "MEN OF THIS TYPE SHOULD BE QUALIFIED, BY THEIR

---

\*Parsons—The Workmen's Compensation Act, 1906

education and their means, to make provision for themselves' \* It applies to all classes of workers except certain classes of railway employees (see paragraph 14) The method of calculating wages for the purpose of determining whether a man is on monthly wages of over Rs. 300/- or not is the same as the method of calculation for purposes of compensation [*cf* sections 2 (1) (m) and 5], and is discussed in paragraphs 164 to 173.

57 THIS exception may also exclude a few others in addition to those in receipt of high wages, for it makes it necessary, in order that an employee should be a "workman," that he should be "employed on wages" In consequence, an apprentice who is serving for the purpose of getting a training without drawing any remuneration or getting any benefit "capable of being estimated in money" [section 2 (1) (m)] is not a workman Schedule IV also makes it clear that compensation is only payable to workmen getting "more than Rs 0/-" Apprentices who are remunerated are not excluded The inclusion of an apprentice will thus depend on the nature of the contract he has made † There is a reference to a contract of apprenticeship in section 2 (1) (e)

58 THE third exception excludes "persons working in the capacity of" members of "His Majesty's naval military or air forces or of the Royal Indian Marine Service" This is based on the ground that the armed forces of the Crown "consent to serve on the understanding that they may be subjected to abnormal hazards, and separate provision is made for those who sustain injuries in the course of their duties" ‡ The exception should give no difficulty in interpretation An aircraftsman whose duty as such it is to attend to the repair of aeroplanes in an aeroplane factory, or an Army N C O sent to supervise in an Ordnance Factory would be excluded by this exception

\* Statement of Objects and Reasons appended to original Bill  
 † *Cf* Inder Singh v. Secretary of State in Council, 119 I. C. 72

‡ Statement of Objects and Reasons appended to original Bill

## CHAPTER III

### EMPLOYERS' LIABILITIES

#### Employers

59 THE Act is described in the preamble as designed "to provide for the payment by certain classes of employers to their workmen of compensation" It could be described more appropriately as an Act to provide for the payment of compensation to certain classes of workmen by their employers, for it is the workmen who are classified. The classes of workmen have been discussed in the preceding chapter, and those who employ workmen falling in these classes are normally liable for the payment of compensation to them. In this chapter the main question examined will be the liabilities imposed by the Act on employers and on others concerned.

60 SECTION 3 (1) states that the "employer shall be liable to pay compensation" when compensation is due. "Employer," in the words of Mr. Beven, "means a person who proposes a contract of service, and whose offer is accepted."\* The contract of employment is referred to in section 2 (1) (n), where it is stated that the Act applies "whether the contract of employment was made before or after the passing of this Act and whether such contract is expressed or implied, oral or in writing." Speaking of the British Act, Mr. Beven says, "An employer is one with whom a 'workman,' within the definition in the Act, has entered into or works under a contract of service or apprenticeship." These words also apply to this Act. Note that the words "contract of service or apprenticeship" which are in the British Act, appear in section 2 (1) (e). A contractual relationship of employer with employed is thus essential in all cases. Those sharing, as a family or otherwise, in working an establishment cannot recover compensation from the business.

\*Thomas Beven *The Law of Employers' Liability and Workmen's Compensation*

61 SECTION 2 (1) (e) contains a definition of "employer," but it is not a comprehensive definition. It does not profess to mention every class of employer. It begins with the words "'employer' includes" and then specifies three classes to be included in the meaning of the word, in addition to those covered by the ordinary meaning of the term. It then goes on to explain who is the employer in a special case that might otherwise be the subject of doubt. The three classes are —

- (i) any body of persons whether incorporated or not, e.g., incorporated companies or groups of men who have servants jointly;
- (ii) the managing agent of an employer;
- (iii) the legal representatives of a deceased employer.

62 "MANAGING AGENT" is defined in section 2 (1) (f). Note that the term "person," in accordance with section 2 (39) of the General Clauses Act, 1897, must be read as including "any company or association or body of individuals, whether incorporated or not." An individual manager subordinate to an employer is not a managing agent. The object of including managing agents as employers is apparently to make it clear that managing agents, in employing workmen, do so as employers and not as mere agents, and are in consequence liable for compensation.

63 THE definition of "employer" also contains provision for one special case. "When the services of a workman are temporarily lent or let on hire to another person by the person with whom the workman has entered into a contract of service or apprenticeship," the employer "means such other person while the workman is working for him." The wording here was adapted from the British Law, but this provision is the exact reverse of the British provision. In section 4 (3) of the British Act the original employer remains the employer in such a case. The Indian Act is more in accordance with the ordinary law of employment. It makes that employer liable who controlled the labour of the workman when the accident occurred. This case should not be confused with that of labour working under contractors, which is discussed in the paragraphs which follow. In the case for which provision is made here, the workman enters into a contract with one employer and then serves another at the time being.

## CHAPTER III

---

### EMPLOYERS' LIABILITIES

---

#### Employers

59 THE Act is described in the preamble as designed "to provide for the payment by certain classes of employers to their workmen of compensation" It could be described more appropriately as an Act to provide for the payment of compensation to certain classes of workmen by their employers, for it is the workmen who are classified The classes of workmen have been discussed in the preceding chapter, and those who employ workmen falling in these classes are normally liable for the payment of compensation to them In this chapter the main question examined will be the liabilities imposed by the Act on employers and on others concerned

60 SECTION 3 (1) states that the "employer shall be liable to pay compensation" when compensation is due "Employer," in the words of Mr Bevan, "means a person who proposes a contract of service, and whose offer is accepted" \* The contract of employment is referred to in section 2 (1) (n), where it is stated that the Act applies "whether the contract of employment was made before or after the passing of this Act and whether such contract is expressed or implied, oral or in writing" Speaking of the British Act, Mr Bevan says, "An employer is one with whom a 'workman within the definition in the Act, has entered into or works under a contract of service or apprenticeship" These words also apply to this Act Note that the words "contract of service or apprenticeship" which are in the British Act, appear in section 2 (1) (e) A contractual relationship of employer with employed is thus essential in all cases Those sharing, in a family or otherwise, in working an establishment cannot recover compensation from the business

---

\*Thomas Bevan *The Law of Employers' Liabilities and Workmen's Compensation*

61 SECTION 2 (1) (e) contains a definition of "employer," but it is not a comprehensive definition. It does not profess to mention every class of employer. It begins with the words "'employer' includes" and then specifies three classes to be included in the meaning of the word, in addition to those covered by the ordinary meaning of the term. It then goes on to explain who is the employer in a special case that might otherwise be the subject of doubt. The three classes are —

- (i) any body of persons whether incorporated or not, e.g., incorporated companies or groups of men who have servants jointly;
- (ii) the managing agent of an employer;
- (iii) the legal representatives of a deceased employer.

62 "MANAGING AGENT" is defined in section 2 (1) (f). Note that the term 'person,' in accordance with section 2 (39) of the General Clauses Act, 1897, must be read as including "any company or association or body of individuals, whether incorporated or not." An individual manager subordinate to an employer is not a managing agent. The object of including managing agents as employers is apparently to make it clear that managing agents, in employing workmen, do so as employers and not as mere agents, and are in consequence liable for compensation.

63. The definition of "employer" also contains provision for one special case. "When the services of a workman are temporarily lent or let on hire to another person by the person with whom the workman has entered into a contract of service or apprenticeship," the employer "means such other person while the workman is working for him." The wording here was adapted from the British Law, but this provision is the exact reverse of the British provision. In section 4 (3) of the British Act the original employer remains the employer in such a case. The Indian Act is more in accordance with the ordinary law of employment. It makes that employer liable who controlled the labour of the workman when the accident occurred. This case should not be confused with that of labour working under contractors, which is discussed in the paragraphs which follow. In the case for which provision is made here, the workman enters into a contract with one employer and then serves another at the time being.

### Liaibilities to Contractors' Workmen

64 THE case of workmen employed under contractors is governed by section 12. This section follows the wording and arrangement of the British law (*cf.* section 6 of the British Act) with one important addition and some variations. To retain a clear grasp of the scope and purpose of the section, it is essential to remember what the effect would be if the section did not exist. "Employer" means a person who has a contract of service with the workman. Consequently, when contractors engage labour, they are the employers of that labour, and the person from whom they have taken their contract is not the employer of any of the contractors' labourers. What this section does is to make the principal employer (*i.e.*, the man who offered the contract to the contractor) liable to pay compensation to the contractor's workmen in certain cases. The object of the section, in the words of Mr. Willis,\* "is to prevent an employer from escaping liability by contracting with some one else to provide labour or to execute work, and to give a workman, employed by a contractor, a double security for his compensation which, but for this provision, he might lose through the poverty of his direct employer."

65 This section has no application except in cases in which the principal would have had to pay if he had employed the workman directly. Thus the person claiming the compensation must show that he is a workman independently of this section; the section adds no fresh workmen who would not be included if it did not exist. Similarly all the other conditions necessary for a valid claim such as that the accident arose out of and in the course of employment, must be satisfied. In other words the section does not enlarge any person's claim for compensation; it merely enlarges the methods open to some workmen of making good that claim. If a workman has a valid claim for compensation and if he is employed under a contractor, then this section will apply provided that three further conditions are satisfied.

66 The first condition is that the contract must be made "in the course of or for the purposes of" the employer's trade or business. The same words appear in the British Act, but this condition is not of such great importance in India because it will always (or nearly always) be satisfied automatically if the next condition is satisfied.

\* W. Addison Willis. *The Workmen's Compensation Act*

67 THE next condition, which is of prime importance, is that the work must ordinarily be "part of the trade or business of the principal". This is a notable variation from the British Act, which here has the words "undertaken by the principal". As much of the case law which has grown up round the British section centres on this latter phrase, great caution should be exercised in applying any conclusions that can be deduced from English decisions. To take a few obvious examples, the extraction of coal is part of the business of a mineowner, and if he employs his labour through contractors, the condition is satisfied in this case. On the other hand the building of premises is not part of the business of a textile manufacturer, and if a cotton mill employs an engineering firm or a private contractor to put up an extension, the millowners have no liability towards the men employed by the contractor. Similarly, if a lawyer employs a contractor to repair his house or his office, the repair of houses is not part of the lawyer's business, and he escapes liability.

68 IN a Bomhay case,\* where a railway administration engaged contractors to erect steel towers to carry power for the electrification of a line, it was held that this was not ordinarily part of the administration's trade or business. Although in this case the towers were at some distance from the railway line, it is probable that the erection of new buildings, e.g., railway stations, on the line would be similarly treated and that all construction of new extensions would be regarded as not ordinarily part of the railway's business. Mr Justice Murphy observed in the case in question "The ordinary trade or business of the Railway Administration is the carriage of passengers and goods, and the maintenance of the line necessary for this purpose." Both the judgments in this case suggest that "ordinarily part of the trade or business" has the same force as "part of the ordinary trade or business" and if this is accepted, it affords an easy test to apply. The mere fact that the articles of association of a company include as one of its objects the erection of buildings is not in itself sufficient to show that such erection work is ordinarily part of the company's business.†

69 IN this connection section 2(2) is important for it provides that "the exercise and performance of the powers and duties of

a local authority or of any department of the Government," shall normally be regarded as "the trade or business of such authority or department." Thus the building of a Government office by the Public Works Department would be part of the business of that department, and they would be liable to workmen working under their contractors on such work. But "the word 'ordinarily' in section 12 applies just as much to a Government department as it does to any other principal"\*\* and section 2 (2) must not be read as meaning that everything done by a municipality or Government department is ordinarily part of its trade or business. The object of that subsection is "to prevent any contention to the effect that a Government department does not carry on a trade or business."\*

70 THE last condition is contained in sub section (4), and is that the accident must occur "on, in or about the premises on which the principal has undertaken or usually undertakes, as the case may be, to execute the work or which are otherwise under his control or management." If the contractor does his part of the work on entirely separate premises, over which the principal has no control, the principal has no liability. If, to take an example, a firm employs a

own dock, the happens to the contractor's men there. The idea underlying the sub section is evidently that the principal can exercise a certain amount of control over conditions at his own premises, but that he cannot reasonably be saddled with liability for men working elsewhere in circumstances of which he may be wholly ignorant.

#### Claims against Contractors

71 SECTION 12 (3) provides that nothing in section 12 is to prevent the workman from recovering from the contractor. The contractor is his employer, and the workman can proceed against him if he wishes. While the Act and Rules do not contain any specific provision for the case, and a contractor would be irresponsible,

sub section (3) although probably intended partly to prevent the workman claiming compensation twice over suggest that when the workman claims compensation from the contractor, along

\* See Marten, C J, in *Labour & Industry, supra.*

with and not "instead of" the principal, sub section (1) is to be read without the qualification of sub section (3). As sub section (1) provides that, as soon as compensation is claimed from the principal, the whole Act, including section 3 (1) is to be read as if "principal" were substituted for "employer," the contractor's liability to the workman disappears on this view, when such a claim is made. If a claim is presented against both the proper course it is suggested, for the Commissioner is to ask the claimant to withdraw the claim against one party, and if the claimant fails to do so to dismiss the claim against the contractor. If the principal when he appears, claims indemnification the contractor would have to become a party, but the issue concerning him would then be his liability to the principal and not his liability to the contractor. If the claim against the principal fails on the ground that section 12 does not apply to the case the contractor has all the liabilities of an employer, but if it fails on other grounds or if it succeeds and payment cannot be recovered from the employer (e.g. on account of bankruptcy) it would seem that the workman cannot then proceed against the contractor.

**72 CLAIMS** should not be made against both the principal and the contractor separately. If the workman makes a claim against the contractor, he is claiming from him instead of the principal. If he makes a claim against the principal he substitutes the principal for his employer i.e. the contractor. The workman would be well advised to choose one or the other at the earliest possible moment and to serve notice on the party whom he selects. He might be able to invoke the latter half of sub section 12 (1) read with sub section 10 (2) to claim against the principal after he had served notice on the contractor on the ground that the contractor is a person directly responsible to the principal. But if he has served notice only on the principal, that is not equivalent to service on the contractor.

#### Indemnification

**73** THE ultimate liability rests in every case with the real employer of the workman, i.e., with the contractor. If the principal is liable to pay compensation in any case he has under the provisions of section 12(2) the right to be indemnified by the contractor. He can of course only recover such sums as he was legally liable to pay and not such sums as he thought he was liable to pay. A principal who intends to recover should be careful, therefore, before paying any money by agreement

to satisfy himself that the money is really due under the Act, as the co-actor may afterwards plead that the principal was not really liable and thus defeat the claim for indemnity. If the principal, on the other hand decides to contest the workman's claim, and wishes to preserve his right to indemnification if he has to pay, he should, in accordance with rule 36 (1), make his claim to indemnity as soon as he is called upon to answer the workman's application before the Commissioner. The contractor is then called upon to appear, and if he fails, without sufficient cause, to do so, he is deemed to admit not merely the claim of the workman but the claim of the principal to indemnification [Rule 36 (2)]. A claim for an indemnity of this type cannot be brought before the Civil Courts.

74 On the other hand, the contractor cannot secure any indemnification from the principal under the Act although there is nothing to prevent the principal and the contractor having an arrangement governing the manner in which compensation charges are to be met. Section 17, which prevents "contracting out" of rights conferred by the Act, applies only to workmen's rights and not to the rights of other parties. A contract whereby the principal agreed to pay compensation claims in whole or in part would apparently be valid as a defence where the principal claimed to be indemnified under the Act. But the contractor could not invoke such a contract before the Commissioner in order to recover compensation when the claim had been made against him, his remedy would be in the Civil Court.

#### Sub-contractors

75 HITHERTO the question has been discussed on the assumption that there is only one contractor, but such contracting is frequent in India and even sub-contractors at times let out part of their work. There is a direct reference to such contracting in section 12 (2) which refers to a "contractor who is himself a principal". Where there is a chain of contracts, the workman has the option of proceeding against any member of the chain. For the original principal is "liable to pay any workman employed in the execution of the work" and not merely any workman employed by the person to whom he gave the contract. The same liability attaches to any contractor who is himself a principal.

76 At the same time the ultimate liability can always be thrown back to the person under whom the workman is

immediately employed. The person who has had to pay compensation can under section 12 (2) recover from "the contractor, or any other person from whom the workman could have recovered compensation". It might appear that this provision could be invoked to enable a contractor who is himself a principal to recover from the original principal but it is clear from the following part of the said section that a contractor who is himself a principal can recover only from a person holding a contract under him. Similarly, he can pass on to a subcontractor his liability to indemnify the principal \* and this liability can be passed on again until it reaches the person by whom the workman is directly employed.

### Third Parties

77 THERE is another method by which persons held liable to pay compensation can, in certain cases pass on the cost, this is under section 13 which treats of the remedies of an employer against a stranger. This section corresponds in some particulars to the British section 13, but differs from it in two important respects, viz —

- (i) it says nothing about the rights of the workman against a third party,
- (ii) recovery is by procedure in the ordinary Civil Courts, and not in compensation proceedings.

78 THE section enables an employer from whom a workman has recovered compensation to recoup himself at the expense of any third party to whom he can bring home responsibility for the accident or its results. Thus if, owing to the culpable negligence of a car driver, his car crashes into another car and kills the chauffeur, the owner of the other car can sue the driver of the car at fault for the compensation paid to the chauffeur's dependants as well as for the damage to the car.

79 "RECOVERED" IN this section is not restricted to recovery by claims before the Commissioner. A workman recovers compensation if he gets it by agreement. But here again the employer who wishes to prefer a claim for damages must be careful not to pay money that is not strictly due. All that the section does is to add to any damages the employer may be able to obtain from the third party, the amount of any compensation he has been obliged to pay by the terms of the Act. The workman has also a right to sue third parties (but see paragraph 84).

\*The findings on this point in *Machum Bibi v. Jardine Matheson & Co.* 32 Cal W N 432 and *Sir Dhunjibhoy Bomanji v. Canpa Khanda L*v II Bom 699 are no longer applicable as section 12 (2) was amended by the Act of 1933.

### Contracting out

80 IT IS important to notice that although an employer may be able in some cases to recover from other persons what he has given in compensation he cannot evade the liability by any arrangement with the workman. Section 17 prevents in the clearest possible terms any 'contracting out'. Thus if the employer gets the workman to agree that in the event of an accident he is not to claim full compensation or is not to claim any compensation from that specified

avail to the employ -

will be able to assert his full rights under the Act in spite of it even though he has obtained some advantage e.g. higher wages under the agreement

81 THE object of the section is to prevent workmen from bargaining away their rights a workman out of employment might easily be tempted by a promise of a job and many workmen would give up their rights for a slightly higher wage and thus defeat the purpose of the Act. The section therefore applies only to contracts made with workmen. It does not prevent the employer from contracting with some third party so as to help him to recover his loss e.g. he can contract with an insurance company and he can contract with other employers to share mutually the cost of any accidents. As has been pointed out already an employer can contract out of his right to indemnification so that a contractor can have a clause entered in his contract that the principal employer from whom he has taken the contract shall defray all compensation charges.

82 THE Act contains none of the elaborate provisions of the British Act (sections 3(1) and 31) which allow an employer who proves that he has a private scheme of compensation which is at least as generous as the Act provides to contract out of the Act. Some employers in India e.g. the railway administrations have schemes which are in some respects more generous than the Act. Those who desire to give compensation under their own rules can if these rules give at least as much as the Act invoke the first proviso to section 1(1). Among other things this proviso enables an employer paying money under such a scheme to set off the sums paid against any amount that may be claimed from him under the Act. It must be clear however that the money is paid by way of compensation. Employers who wish to operate schemes more generous

than that contained in the Act ought therefore to separate the sums due under the Act and see that these are paid in the manner prescribed. The value of this precaution will be obvious in view of what follows in paragraphs 228-9.

### Alternative Remedies

83 THE liability of employers to pay their workmen for injuries sustained by the latter is enforceable so far as this Act is concerned, only by a Commissioner appointed by the Local Government under section 20(1). Section 19(1) gives Commissioners for Workmen's Compensation jurisdiction to settle all disputes relating to compensation and section 19(2) prevents these questions from being brought before the Civil Courts. But an employer may also be liable to a suit for damages under the common law as enlarged for fatal cases by the Fatal Accidents Act (XIII of 1855), and such a claim would be brought in the Civil Court.

84 PROVISION is made against the danger of double claims in section 3(5). The effect of this subsection is —

- (1) If a workman institutes a suit in the Civil Courts, he forfeits all his claims to compensation under this Act, whether the suit succeeds or not and whether the suit is against the employer or against a third party.
- (2) If a workman institutes a claim before the Commissioner for compensation he cannot file a suit in the Civil Court either against the employer or against a third party, whether his compensation claim succeeds or not.
- (3) If a workman comes to an agreement with his employer to get compensation, he cannot file a suit in the Civil Court.

85 THE effect of this on the workman's position is clear, but the effect on proceedings by the defendants is open to doubt. Under section 2(1) (n) any reference to a workman injured includes where he is dead a reference to his dependants or any of them. It is possible to read this as meaning that in section 3(5) a suit by the workman or his dependants or any of them precludes an application by the dependants or any of them and vice versa. But it is also possible to construe it as meaning that a workman or any of his dependants is barred only if the person concerned has instituted a suit or claim. It is probable that the

latter view should be preferred particularly as death can be regarded as constituting a fresh cause of action, and that the defendants can only be barred by their own action. Further, although the words "or any of them" in section 2(1) (n) are not in the corresponding British section it would probably be held as in the United Kingdom\* that the rights of the several defendants are distinct and that proceedings by one of them in a Civil Court could not deprive the others of their rights before the Commissioner, and vice versa. An agreement by an employer to pay any compensation to one defendant would certainly not deprive the others or even that defendant of any rights, for such an agreement would not be an agreement to pay compensation in accordance with the provisions of the Act (See paragraph 273 *et seq.*)

86 THE general result of section 3(5) is that the workmen, or the defendants must make their choice and cannot have it both ways. They would be well advised to prefer a claim for compensation rather than a suit for damages in every case unless they are absolutely certain of heavy damages in the Civil Court. For if they go to the Civil Court the employer may have any of several defences open to him. It should be remembered that under the English common law an employer is not ordinarily liable for any injury which arises from the act or default of a fellow employee and the majority of injuries probably arise in this way. Further the workman may find himself defeated by

the common law doctrine of assumed risk by which an employer is not liable for damage caused to his workman through the ordinary risks of the employment while a workman is presumed to have assumed any risk which is apparent at the time of entering his employment although in fact he may have had no knowledge of its existence. Other defences are also possible.

87 ON the other hand, the great majority of the possible defences are removed in the case of compensation claims. The difficulty attending compensation is indeed one -

to get compensation in all valid cases, whereas procedure by suit in the Civil Court is usually expensive, frequently slow and generally more uncertain. It may seem that the worker who

\**Cf. Kinneil Cannel Coal Co. v. Waddell* 21 B. W. C. C. 181

†The quotations are from the Statement of Objects and Reasons which accompanied the Workmen's Compensation Bill on its introduction.

chooses a compensation claim runs risks too, but as a matter of fact he is amply protected. Provided that the proper procedure has been followed, the only important ground on which a claim for compensation can fail when a civil suit might succeed is that the applicant does not come within the definition of 'workman'. But in that case this subsection has no application for it refers only to workmen. The applicant can then turn to the Civil Court.

88 SIMILARLY the workman is protected against (a) the danger of being bound by an agreement which gives him adequate compensation, and (b) the danger of being tied by an agreement which the employer does not fulfil. The first danger is prevented by the use of the word 'compensation' in section 3 (5) (b). In section 2 (1) (c) compensation is defined as "compensation as provided for by this Act". It consequently means the full amount of compensation and an agreement to pay less will not secure the employer against a civil suit. It is important therefore for employers to make sure that the full amount is paid. The second danger is prevented by section 31 which should be read with the last phrase of section 19 (2); this makes it clear that the workman can go to the Commissioner to have the agreement enforced.

### Insurance

89 It has already been pointed out that employers are free to insure against compensation claims and it is scarcely necessary to emphasise the fact that a single serious accident may lead to a very heavy claim for the small employer especially, insurance offers the only way of safety. It is further in the interests of the workmen that there should be adequate financial backing to meet possible claims. It will be convenient to deal here with the liability which insurance companies or private insurers incur under the Act. So long as an employer is solvent, the insurance company has no direct liability to the workman. But if the employer becomes bankrupt section 14 contains elaborate provisions designed to protect the workman by throwing the liability on the insurers.

90 THE sub sections with the exception of sub section (3), have counterparts in British legislation but there are a number of differences of detail [Cf. section 7 of the Workmen's Compensation Act 1925 and section 264 of the Companies Act, 1929]. The general effect is to give the workman all possible

protection against losing compensation through his employer being unable to pay Sub section (1) states that if the employee is insured against compensation claims and goes bankrupt, the insurers must step into the place of the employer and accept his liabilities to the extent to which he was insured with them If he was insured in full against claims, they will have to pay the full amount of the claim , if he was insured in part they must pay that part The workman, if he gets only part of his rights, can apply under sub section (2) for the rest of the money in the bankruptcy proceedings If the employer is not insured at all the workman can apply for the whole of his claim in the bank ruptcy proceedings and his compensation claim gets priority under sub section (4) to the full amount (and not, as in England, to a limited extent) But if the employer was insured in part, so that the workman can get some money from the insurance company and has merely to sue for the balance then sub section (6) applies, and the workman's claim does not get priority but must rank with ordinary debts

91 SUB-SECTIONS (5) and (7) are straightforward The one provides for the calculation of the right to recurring payments as a lump sum i.e as a definite amount and the instructions contained in rule 5 have to be followed in such cases , the other excludes special cases of liquidation which have no connection with insolvency Sub section (3) gives workmen in some cases a greater right against the insurers than the employer would have had if he had remained solvent It represents an increase over and above the liabilities imposed on insurers in England in that when the workman claims compensation from the insurers it will not be open to the insurers to plead that the employer had not fulfilled the terms of the contract (unless of course it had failed to pay his premium) Thus if the insurance policy contains a clause to the effect that the employer must provide certain safety devices and if the employer has not fulfilled this requirement, that will not prevent the workman from recovering compensation from the insurance company To gain the benefit of this sub section the workman must give the insurers notice of the accident and the injury as soon as he can The ordinary notice given to the employer before his insolvency, will not suffice If the workman recovers money under this sub section the insurers have a right to attempt to recover the sum in the bankruptcy proceedings when the debt will be given priority [Sub sections (3) and (6) ]

## Returns, Reports, etc.

92 CERTAIN powers are given to the Government in respect of the returns which have to be furnished by employers upon the Government. These powers confer on the Government the right to require returns to be furnished by employers, and in accordance with these powers the notification given on pages 229-231 has been issued. The form in which the return has to be made will be found appended to the notification. The return relates to a calendar year, and has to be furnished by 1st February in the year following.

93 THE return has not to be furnished by all employers. It has to be furnished only by those employing workmen mentioned in the notification. These include workers in factories, mines, oilfields, plantations and ports on railway and tramway services, in fire brigades and in work connected with cinematograph pictures, electrical supply and explosives. In the case of railway servants the return has to be submitted to the Secretary of the Railway Board; in other cases it has to be sent to local officers. It should be remembered in this connection, that workmen employed in factories, mines, etc., owned by the railways, are included in the Act not as railway servants but as scheduled workmen (see paragraph 7) so that in their case the return should be sent to the local officer prescribed. Employers who have insured their liabilities in respect of compensation are relieved of the obligation to send a return if the insurance company or other organization with which they are insured has agreed to furnish the particulars for them and has obtained the consent of the local Government to this arrangement. The return has to be sent by all employers employing workmen of the categories mentioned so that employers who have paid no claims for compensation during the year are not thereby relieved of the obligation to send a return.

94 EMPLOYERS and various agents of employers are also required by section 10B in certain cases to send reports of fatal accidents and employers can be called upon by the Commissioner to furnish a statement in accordance with section 10A in respect of a fatal accident. These provisions are discussed in paragraphs 283 to 287. Failure to send a return or report or to maintain a notice book in cases where that is obligatory is punishable with a fine not exceeding Rs. 100/- but prosecution can only be instituted with the sanction of a Commissioner. The complaint must be lodged within six months of the date of the alleged offence (Section 184).

## CHAPTER IV

---

### THE CONDITIONS GOVERNING COMPENSATION

---

#### The General Principle

95 THE preceding chapters have reviewed the persons who are entitled to receive compensation and the persons who are liable to pay it. This chapter is devoted to a discussion of the circumstances in which, assuming a contractual relation of employer and employee, compensation becomes payable. What circumstances give rise to a valid claim? Section 3 (1) contains the general principle. Compensation is payable when "personal injury is caused to a workman by accident arising out of and in the course of his employment."

96 THE first essential then is that personal injury must have been caused. Personal injury may be regarded as somewhat wider than bodily injury as these words are usually understood. It covers any physiological injury, e.g., a man suffering great nervous shock or insanity as a result of witnessing a terrible accident might be regarded as suffering personal injury. But it should be observed that it is nowhere provided that compensation should be paid for an injury, the payment of compensation is always for the results of the injury [cf. sec 3 (1) also proviso (a) and sec 4 (1) A, B, C, and D]. So that a man suffering from shock would not get compensation unless the shock resulted in his being disabled.

97 THE results which give rise to a claim for compensation include death, permanent disablement and temporary disablement—the disablement may be total or partial. Death requires no definition, the definitions of the various types of disablement may be deduced from section 2 (1) (g) and 2 (1) (l). The meaning and application of the definitions will be considered later when the scales of compensation come under discussion.

98 THE words "If personal injury is caused to a workman by accident arising out of and in the course of his employment" are, of course, taken from British legislation. But there is a

slight difference, for the British Act reads "If personal injury by accident arising out of and in the course of the employment is caused to a workman" The result is that, whereas in the British Act the words "arising out of and in the course of employment" qualify the words "personal injury by accident," in the Indian Act the words obviously qualify the word "accident." One effect is that the fine distinction occasionally drawn in England between the meaning of "by accident" and the meaning of "by an accident" disappears so far as the Indian Act is concerned. But this difference should rarely come into play. The words "injury" and "accident" can probably be regarded, as they are in England, as almost interchangeable. Compare the wording of section 17 and section 18, where they are used in the same sense.

### Accidents

99 THE injury, then, must arise from an accident, and the next question is—What is an accident? A reference to section 3 (2) will show that, in certain circumstances, the contracting of certain diseases is to be regarded as an accident. But this is a special meaning expressly given to the word by this sub section.

i  
l

year was an accident. And it cannot be too strongly emphasised that the words of an Act like this "must be construed according to their ordinary and popular signification,"\* unless express directions are given to the contrary.

100 CONSEQUENTLY, except in the rare cases to which the ~~expressions~~ <sup>expressions</sup> ~~are subject~~ <sup>are subject</sup> to special <sup>provisions</sup> (see para 136), the

What,

must be

must be

an unforeseen occurrence. An event which has been intentionally brought to pass by the man who suffers from it or is expected by him is not an accident. Lord Macnaghten, in a much quoted definition, has described an accident as "an unlooked for mishap or an untoward event which is not expected or designed."† One

\*Lord Shaw in Trim Joint District School v Kelly (1914) A.C. 677, VII, B.W.C.C., 274 at p. 314. The whole case turned on the meaning of the word "accident."

†Fenton v Thorley & Co (1903) A.C. p. 418 L. W.C.C. p. 6. Three of the judgments in this case contain general definitions of accident.

obvious, but important effect of this is that an injury intentionally caused by a workman to himself cannot possibly be held to have arisen by accident. No compensation, therefore, can be claimed for self mutilation. It is for this reason that self inflicted injuries are not included among the exceptions mentioned in the proviso to sub section 3 (1). For similar reasons, injuries inflicted with the consent or on the instigation of the person injured cannot form the basis of valid claims for compensation.

101 A question which may cause some difficulty arises when the injury is caused by an act not foreseen or intended by the workman, but intended by some one else. In certain cases, there can be no reasonable doubt. If, for example, a train is maliciously derailed by the removal of a rail, the derailment would come within the ordinary meaning of the phrase 'a railway accident'. The train meets with an accident owing to the rail not being in its proper position, and it is unnecessary to look further than this. The specific mishaps which may befall the engine driver and other workmen can also be regarded as separate accidents. Here there is no immediate and certain connection between the design and these particular mishaps. But where there is such a connection e.g., where a stone is thrown by a striker at a tram driver and hits him, or where a doorkeeper is murdered by thieves, there is room for more doubt. After conflicting decisions in the English and Scottish Courts, the House of Lords in an Irish appeal\* decided by a majority of one that the murder of an employee was an accident. The four majority judgments were to the effect that an injury designed by some person other than the workman is accidental if it is not foreseen by the workman, the other three judgments are in the contrary sense.

102 The view forcibly expressed in the minority judgments that a murder is not an accident in the ordinary sense of the word deserves serious consideration. On the other hand, once it is admitted that an accident can owe its origin to a malicious act, as in the case of the derailment, it will be found difficult to draw any line that stops short of including a deliberate assault. In the numerous American States whose Acts are similarly worded, the courts have generally allowed the wider interpretation, and have allowed compensation for murders and assaults, where other

\**Train Joint District School v Kelly, supra*. This and the case previously quoted contain what is practically a complete definition of accident for the purpose of the British Act and the seven judgments will repay study.

conditions are satisfied. It would appear that this interpretation is more in consonance with the general intention of the Act (and of legislation of this type generally). It is relevant to point out that the *Fatal Accidents Act* (XIII of 1855) covers cases of this kind. This helps to show, as Lord Shaw, referring to the similar English Act in the case cited, pointed out, in what sense the word "accident" is ordinarily used.

103 THE second essential element is that an accident must be sudden. A gradual process cannot constitute an accident without an express provision to this effect (such as is contained in such section 3 (2)). Lord Reiding speaking of the English Act of 1897 which first contained the words now under discussion, stated, "The Legislature inserted the words 'by accident' in order to exclude the right to compensation for injuries not caused by some sudden and untoward event." A man who contracts rheumatism through working in a damp coal mine does not sustain an accident. The event must be something to which a definite date and time can be assigned.

104 COMBINING the effect of what has been stated, an accident may be described as "a sudden mishap which is not expected or designed by the workman." It should be noted that the mishap may be external or internal. A workman who sustains a rupture as a result of lifting a heavy weight meets with an accident quite as much as the workman who has his foot crushed by the fall of a beam.

#### The fundamental condition

105 THE phrase "arising out of and in the course of employment" is one of worldwide reputation. Originally introduced in the British Act of 1897, it has been copied by most of the American and Dominion Acts, and finds counterparts in other languages in foreign Acts. Its meaning has been the subject of numerous decisions in England, in America and elsewhere; indeed, as the British Departmental Committee of 1920 remarked, "It is safe to say that no other form of words has ever given rise to such a body of litigation" [Report, paragraph 29]. A volume could be written upon this phrase alone, but it is impossible to

"... all that have These who are interested in the

---

\* Trim Joint District School v. Kelly, *supra*

106 At the same time, that is no reason why the reader who is not a lawyer, but who wishes to grasp the scope of the Act, should take fright. It is quite possible to obtain, without reference to either commentaries or rulings, an understanding of the phrase which will cover 99 out of 100 of the compensation claims that will arise. The fine distinctions which have filled so many volumes with long judgments very seldom arise, the great majority of cases are quite straightforward. And it cannot be too often emphasised that, in interpreting a phrase like this, the words are to be taken according to their ordinary meaning and not according to tests or rules suggested for particular cases. The Act is intended to be ample, it is meant primarily for workmen, and legal intricacies, while they may be inevitable in some cases, are always to be regretted. To quote Lord Haldane, speaking of this phrase in an earlier British Act, "The Workmen's Compensation Act, 1906, appears on the face of it intended to afford a simple and speedy method of claiming compensation in the cases to which it relates. These are cases of personal injury by accident arising out of and in the course of employment. But around the principle which Parliament laid down in this language there is already spreading itself in Courts of Justice an atmosphere of legal subtlety which bids fair to defeat the obvious purpose of the Legislature." \* Assuming then that the method is simple, what is "the obvious purpose of the Legislature?"

#### The course of employment : general considerations

107 It will be convenient to take the second half of the phrase first, as it is, on the whole, broader in its application. The accident must arise "in the course of his employment." It should be noticed that "employment" does not mean the same as "engagement." It is a narrower word. A workman may be engaged by the day or the week or the month, but it is only certain portions of these periods that come within the course of his employment. On the other hand, "employment" has a broader meaning than "work." Men may be acting in the course of their employment when they are not actually working.

108 It is not easy to construct a test of universal application by which it can be decided whether an accident arose in the course of employment or not. But the main question to be examined is undoubtedly that of duty. If, when the accident occurs, the workman has any duty to the employer, if he is in any way subject

\*Davidson v. M Robb (1918). A.C. p. 315, X., B.W.C.C., p. 685

to the employer's control, he will normally be acting in the course of his employment To quote Lord Atkinson, "a workman is acting in the course of his employment when he is engaged in  
 ther and  
 hea he is  
 directly

or indirectly imposed upon him by his contract of service The true ground on which the test should be based is a duty to the employer arising out of the contract of employment, but it is to be borne in mind that the word 'employment' as here used covers and includes things belonging to or arising out of it '\* The consideration of concrete examples will make the position clearer

109. FROM the considerations given in the preceding paragraph it will be obvious, in the first place that a workman will normally be acting in the course of his employment when the place where he is and the time are such that the employer is in a position to command his services This will be the case if the workman has reached the place where he carries on his work, and the time is such that he may reasonably be expected to be there on account of his work If the workman is on the premises and preparing to work e.g., getting out his tools, or holding himself in readiness for the machinery to start, his employment has commenced A workman who entered the premises long before he was required, or who stayed behind for some purpose not necessarily involved in his duty to his employer, e.g., attending a meeting or an entertainment, would not be covered

#### The course of employment : Accidents away from the premises

110. BUT accidents to workmen do not always take place when they are on the employer's premises If a workman is injured on his way to or from his work, the accident may in some cases arise in the course of his employment Here the question to examine is whether the workman was in any way subject to the control of the employer, whether he was doing anything necessarily involved in or connected with his duty to his employer Obviously, if a workman is specially sent by his firm by a prescribed route to a place some distance from his usual place of work or his home to carry out a job, the journey is undertaken as part of his duty to his employer and he will be covered during it On the other hand the ordinary workman who is free to go home as

he chooses leaves his employment as soon as he goes through the gate of the factory, dock, etc., into the public road. He has then regained complete liberty of action and all obligation to his employer has ceased. If he is injured in a tram accident on the way home or on the way to work, he will not get compensation.\* His employment did not compel him to live where he did, or to go as he did.

111 THERE remain a number of cases of greater difficulty. Employers not infrequently provide the means of conveyance for their workmen going to and from their work. For example a company may arrange for special trains for the purpose. This is especially likely where the workers' houses belong to the employer, or where, for other reasons, the terms of their employment restrict them in their choice of residence. In forming conclusions regarding accidents which take place on such journeys, similar tests should be applied. If there is any condition, expressed or implied in the terms of the contract by which the workman has to use the train he will be acting in the course of his employment while he is travelling in it. Thus if the workman has no other means of reaching his work, he is under an implied obligation to use the train. If there are other means, but they are extremely inconvenient or appreciably more expensive, it will probably be held that there was an implied condition that the train should be used. But if the workman is at perfect liberty to travel otherwise, and there are other suitable means of going to work open to him, the train journey is not included in the employment.

112 EMPLOYERS who provide houses, which their workmen are free to rent or not as they choose, do not enlarge their liability under the Act by so doing. But it is often an express or implied condition of employment that the workman should live in a house provided by the employer. If his living in the house is for the purpose of his duty, so that he can be on call if necessary or can render some service if an emergency arises, the workman will be in the course of his employment while he is in the house and while he is moving between the house and his work. This applies, for example, to a stationmaster living in quarters adjoining the railway station, or to a gatekeeper living at a level crossing, or to a man whose quarters are assigned with a view to the protection of the employer's premises against thieves or fire. Similarly a seaman will ordinarily be regarded as in the course of his employment throughout his stay on the ship. But where the workman

\* Cf. Burma Oil Co. v. Ma Hmwe Yin, XIII I.R. at p. 500.

lives in the employer's house not because of any duty but because there happens to be nowhere else where he can conveniently live, as in some industrial settlements in India, it would almost certainly be held that the course of employment did not extend to his leisure hours at home. The fall of the roof of the house on the workman would be an accident arising out of his employment, but would not arise in the course of his employment. The same considerations apply where the workman lives in a house because the employer provides it free, so long as there is no duty associated with its occupation.

#### The course of employment : other special cases

113 INTERVALS occurring in the course of a workman's work may or may not constitute breaks in the course of his employment. Here again the test of duty can be applied. So long as the workman is doing anything which he is obliged to do in order to carry out his duties, or which arises directly out of these duties he will be acting in the course of his employment. A workman who has an idle interval because he has run out of material or because there is nothing special for him to do at the moment, or because the machinery has broken down, is still acting in the discharge of his duty, and is consequently in the course of his employment. "They also serve who only stand and wait"\*\* is sound law in cases of this kind. The same applies to a workman who interrupts his work for any necessary purpose e.g., getting a drink. A drink at intervals is necessarily involved in the terms of his employment and it is taken to enable the workman to carry on with his job. Even if the workman has to go a short distance outside the factory he will probably be covered. Again if a rest-interval is spent on the premises, whether it is occupied in remaining idle or in taking food there will probably be no break in the employment. While the workman is on the premises, he is subject to the control of the employer as a general rule and can be called on at any time to carry out some order. But if he leaves the premises altogether for a meal or a rest and thus goes altogether beyond the employer's control, there is a break in the course of the employment.

114 A WORKMAN who visits the pay office for the purpose of drawing his pay is acting in the course of his employment when he is on the employer's premises for the purpose. Not only is the drawing of his pay a necessary part of the employment but he is acting under the employer's direction in so presenting himself

\*Quoted by Lord Wrenbury in Hewitson v. St. Helen's Colliery, *supra*

But a railway officer who received a cheque and was injured while on his way to the bank to cash it would have no claim to compensation. It was no part of his duty to the company to go to the bank when he did, or to go by the way he did, or when he did, or even to go at all. The mere fact—and this is important as it applies generally to all cases of this type—that a workman would not have been in the place where he was injured had he not been employed is not sufficient to give him a claim, he must show that his employment took him to that place, that it exercised, as it were, a measure of compulsion on him with regard to his movements at the time.

*"Arising out of employment : " main principle*

115 IN considering the meaning of "the course of employment," regard has to be had to the circumstances in which the accident arose, in coming to the phrase "arising out of" the employment, the all important question is the cause of the accident. To put it very simply, the accident, if it is to come within the meaning of the phrase, must be in some way due to the employment. As Lord Sumner observed, "There is, however, in my opinion one test which is always at any rate applicable, because it arises upon the very words of the statute, and it is generally of some real assistance. It is this, Was it part of the injured person's employment to hazard, to suffer, or to do that which caused his injury? If yea, the accident arose out of his employment. If nay it did not." \* The point has been put in another way by saying that "arising out of the employment" is an expression which "applies to the employment as such—to its nature its conditions its obligations, and its incidents. If by reason of any of these the workman is brought within the zone of special danger and so injured or killed" the words apply † Or more briefly, "when a man runs a risk incidental to his employment and is thereby injured, then the injury arises out of the employment." ‡

116 THESE dicta all affirm the same principle namely that the risk underlying the accident must be associated in some definite way with the employment. The mere fact that a workman is injured while he is at work is not sufficient, even if he can show

\**L & Y Railway v Highley*, (1917) A C, 352 X, B W C C, pp 241, 263.

†*Per Lord Shaw of Dunfermline in Simpson or Thom v Sinclair*, (1917) A C, 127, X, B W C C, p 220 at p 235. The passage goes on to exclude "added perils" see paragraph 126.

‡*Per Lord Loreburn in Dennis v White (A J) & Co* (1917) A C, 479, X, B W C C, p 280, at p 291.

that the accident would not have befallen him if he had been elsewhere. He must show that the accident had a causal and not a merely fortuitous relation with his employment. A distinction has thus to be drawn between those risks which are associated with the employment and those which are not between the risks of the employment and the risks which are no more than risks of existence. This distinction is not easy to define further in the abstract and in some cases the dividing line is difficult to discern. But the discussion of particular types of accident which follow will it is hoped clarify the underlying conception and it must be repeated that the difficult cases are rare and the great majority which arise in practice are extremely simple.

#### **Accidents to which the workman has not contributed**

117 It is convenient to deal in turn with accidents according to the agency responsible and to begin with those accidents for which the workman injured is in no way responsible. Taking first accidents due to the acts or omissions of fellow workers or the management it may be observed that these will almost always arise out of the employment for the association with the person responsible is a condition of the employment. The only likely exceptions are cases where injuries are caused intentionally or otherwise by another employee who is acting not as an employee but as a private person. For example if in a dispute unconnected with the employment one workman is assaulted by another no claim would lie similarly accidents arising from horseplay do not usually arise out of the employment. If a workman is injured by obeying in good faith the order of one competent to give him orders the accident is due to his doing his duty and he is entitled to compensation even if the superior has acted entirely improperly and contrary to the employer's instructions.

118 An important class of accidents may be described as environmental in that they come through the medium of the material surroundings of the workman i.e. the premises plant, machinery etc. in or at or near which he has to perform his duties. Accidents injuring a workman at work which take the form of physical contact with the machinery or plant must arise out of the employment. Thus the breaking of a belt the collapse of a roof an explosion in a mine the derailment of a train the fall of a tree in the compound and all such occurrences if they result in injuries to workmen doing their duty are accidents arising out of the employment of those workmen. The same is true moreover, of accidents arising from material factors on

adjoining premises. Where a woman was injured by the fall of a structure adjoining hut not belonging to the premises where she was at work \* and where a workman in a factory was injured hy a stone discharged by blasting in an adjacent quarry † compensation was awarded. In each case the accident arose out of the employment because the risk underlying it was directly associated with the particular spot at which the injured person had to work. On the other hand if the propeller of an aeroplane flying overhead broke and fell on a workman at work this would not arise out of the employment unless he could show that by virtue of his proximity to a hangar for example he ran a special risk of such accidents. For apart from such proof the risk would be in no way associated with the spot where he worked the accident was as likely to befall him elsewhere.

119 A CERTAIN number of accidents are due to what are called natural causes. For those accidents the law has recently been authoritatively defined by the Judicial Committee of the Privy Council in the following terms —

The accident must be connected with the employment must arise out of it. If a workman is injured by some natural force such as lightning the heat of the sun or extreme cold which in itself has no kind of connection with employment, he cannot recover unless he can sufficiently associate such injury with his employment. This he can do if he can show that the employment exposed him in a special degree to suffering such an injury. But if he is injured by contact physically with some part of the place where he works then apart from questions of his own misconduct he at once associates the accident with his employment and nothing further need be considered. So that if the roof or walls fall upon him or he slips upon the premises there is no need to make further inquiry as to why the accident happened. †

120 THESE principles are not difficult to apply. Thus if men engaged in laying the foundations of a house are struck hy lightning this will not arise out of their employment hut if a man repairing the top of a factory chimney is so struck this does arise out of his employment because his work exposed him

---

\**Simpson or Thom v. Snelar* *supra*  
†*ibid.*

to this particular risk to a special degree. If a workman is overcome by heatstroke, he will have to show that the place or conditions of his employment made him specially liable to this risk. If a workman is overwhelmed in a flood, compensation will be payable if there was a special risk, either on account of proximity to the source of the flood, or because the place where he was working was apt to be flooded or was such that there was difficulty in escaping or for some such reason. But if owing to a flood or a storm, a wall falls on a workman, it is unnecessary to establish the existence of any special risk.

121 SIMILAR principles can be applied to the cases of injury through some agency external to the employment. If the injury

to which the workman was specially exposed. If a roadmender at work is struck by a carelessly driven car, the accident arises out of the employment because his work exposes him specially to that risk, but if he is struck by something dropped from a casual aeroplane, that is a risk unassociated with his employment, and he cannot get compensation. If a motor car leaves the street and dashes into a piece of ground where a building is being erected, striking one of the workmen directly and causing bricks to fall on another, the second man is entitled to compensation while the first is not.\*

122 INJURIES arising from the acts of animals are generally direct, and the test to be applied is, as before, that of special risk. An elephant trainer, or any other workman whose duties involve particular contact with animals, is clearly covered if he is injured by one of the animals. A postman who has to go through a forest and is attacked by a tiger is entitled to compensation, for the risk is one to which he is specially exposed. Indeed a postman or any man with duties of a similar character would probably be entitled to compensation on account of injuries received from any

animal such as a mad dog or a snake, encountered on his rounds, for the peripatetic character of his work gives him an additional liability to such accidents. But a person working in fixed

workman to show either by establishing the particular prevalence of snakes in the immediate vicinity, or by proving that a snake was living near the spot where he had to work, that the presence of the snake was not entirely fortuitous. The fact that a workman would not have been bitten by the dog or snake or other animal if he had not happened to be at his work at the time is not sufficient.\*

#### Accidents to which the workman has contributed

123 THE fact that the workman, by his carelessness or miscalculation has contributed to the accident or been solely to blame for it is in itself no defence to a compensation claim. The conception of negligence which plays so important a part in certain kinds of civil suits is foreign to the whole scheme of workmen's compensation. Workmen who cut themselves by letting tools slip, who drop weights on their feet or allow their hands to get caught in machines who are injured by driving cars rashly or by falling off roofs they are repairing, or who even stumble as they are moving about are all covered unless—

- (a) the act which contributed to the accident was not associated with the employment, or  
 (b) their action brings them within the scope of the exceptions in proviso (b) to section 3 (1)

These possibilities will be discussed in turn.

124 If the act which leads to the accident is performed in pursuance of the workman's duties, a direct connection is established between the accident and the employment, and the one arises out of the other. The difficulty which arises not infrequently is that of defining the limits of a workman's duty. Every workman is engaged to carry out certain specified work, but men are not machines and there is hardly any occupation which does not call for the exercise of judgment regarding the things that should and should not be done. In an emergency, for example, a workman may have to leave his own work in order to save his fellow workman from injury or his employer's property from damage, and if a workman is injured in attempting

\* Cf. Burma Oil Co. v. Ma Hmwe Yee & III Raz at p. 551.

to extinguish a fire on the premises or to prevent an accident or a theft, the accident arises out of his employment

125 EVEN when there is no sudden emergency, cases arise where a workman has to act without instructions. If he does something which is necessary for the purpose of his work or which, though not essential, is reasonable in the circumstances to facilitate his work, the accident arises out of the employment, and this is true even if the workman does not choose the best, or even a good way of securing the end in view. For example, compensation was awarded where a jobber in a cotton mill thought that a temporary cover put up to prevent dust from falling on the looms was admitting insufficient light, and was killed by

such practices must be assumed to have the tacit approval of the employer or his agents. For example, if a man is accustomed to watch his neighbour's machine when the latter goes out for a drink, and the employer has not prohibited this and has made no definite arrangements for relief, an accident arising from his work on that machine will arise out of his employment although he is not paid by the employer for any work he does on that machine.

126 ON the other hand, if the workman is injured by exposing himself to what is known as an "added peril," he is not entitled to compensation. This phrase, which is frequently used in English cases, has been defined as "a peril voluntarily superinduced on what arose out of the employment and cumulative to it, to which the workman was neither required nor had the authority to expose himself."\* The distinction which has to be

not forfeit compensation by doing his work in the wrong way,

through interfering with the tin rollers under the table and it was clear that his duties did not involve anything of the kind.

\*Per Viscount Haldane in *L & Y. Ry v. Highley*, X B.W.C.C at p 250

†Per Lord Dunedin in *Plumb v. Cobden Flour Mills Co., Ltd.* (1914), A.C. 62, VII, B.W.C.C at p 7. This phrase is substantially reproduced by Viscount Haldane in *L & Y. Ry., v. Highley, supra*

compensation was refused \* Again, a workman who, out of curiosity, gets a fellow workman working a new machine to allow him to operate it, is not entitled to compensation. Similarly, to take cases not uncommon in India, an accident sustained by a workman in attempting to steal oil from hearings, or in robbing coal from pillars instead of taking it from the coal face where he has been set to work, does not arise out of the workman's employment.

127 It must not be assumed, however, that a workman who does something he is expressly instructed not to do, and is thereby injured, necessarily deprives himself of the protection of the Act. A reference to proviso (b) (ii) to section 3(1) shows that the employer is expressly protected by that proviso from a liability to compensation in certain cases arising out of the wilful disobedience of the workman. The insertion of this proviso shows that there must be accidents due to disobedience which arise out of the employment, for otherwise the exception would be unnecessary. To quote Lord Dunedin, "there are prohibitions which limit the sphere of employment, and prohibitions which only deal with conduct within the sphere of employment. A transgression of a prohibition of the latter class leaves the sphere of employment where it was, and consequently will not prevent recovery of compensation. A transgression of the former class carries with it the result that the man has gone outside the sphere."† The question in such cases is whether the workman was doing his work in the wrong manner or whether he was doing something that lay outside his work. In view of the fact that the Act of 1933 has made the exceptions inapplicable to fatal accidents, the point discussed in this paragraph is of greater importance than it formerly was.

### Exceptions

128 EVERY injury which is caused by accident arising out of and in the course of employment does not give rise to a claim for compensation. There are four exceptions contained in the three provisos attached to section 3(1). Of these the first and most important excludes injuries which do not result in the disablement of the workman for more than a week, this will be discussed in connection with the scales of compensation.

\*Ourikankar Bhakat v Radhakissen Cotton Mill. LX Cal 421

†In Plumber Cobden Flour Mills Co. Ltd., *supra* at p 6. This has here to be read of course subject to the proviso that the case is not covered by one of the exceptions discussed in paragraphs 128 to 133.

[See paragraph 159] The other three remove the right to compensation for injuries which arise from certain causes but they can be invoked only in cases of disablement and do not apply where the workman has been killed. The grounds for this limitation are that when a workman is killed it is extremely difficult for defendants to rebut evidence that the accident was caused by the workman's misconduct. Moreover the withholding of compensation for fatal accidents gives rise to great hardship to defendants and is not likely to have any educative effect on other workmen.\* In their application to other injuries the exceptions protect the employer against claims from workmen who have produced accidents by acts which in most cases he has done his best to prevent.

129 PROVISO (b) to section 3 (1) accordingly defines three cases of serious misconduct in which no claim for compensation can be made. If the workman has proved that the accident has arisen out of and in the course of his employment it is the employer who has to prove that the case is covered by an exception of this kind. In each case the employer is relieved from responsibility if the accident is directly attributable to a particular cause. This is more emphatic than the corresponding British provision [proviso (b) to section 1 of the British Act] which does not contain the word "directly" and the Indian provisions are in every way more precise in their terms. The meaning of

"directly attributable" is that the employer must show that the specified cause—drunkenness, disobedience etc.—was the primary and immediate cause of the accident. But the words must not be taken to mean that the employer must prove that the accident was solely due to the cause specified. For to take an example an accident due exclusively to the intoxication of the workman does not arise out of his employment at all † so that it is excluded without this exception coming into play. Consequently to interpret "directly" as meaning "solely" would render this exception superfluous and meaningless.

130 THE exception contained in proviso (b) (i) covers the case of the workman being under the influence of drink or drugs.

that

ut it

the

\*From the Statement of Objects and Reasons appended to the amending Act of 1933 which introduced the modicat on

†*Wm Thomson & Co v Anderson or Scrimgeour* XV B W C C \*\*

accident arise directly out of the fact that the workman was under the influence of drink or drugs?" If it is proved that this was the case, compensation is not payable, even though other causes helped to make the accident possible. If the employer fails to prove this he must pay, even though he shows that the workman's drunkenness made the accident more likely. Note that in this exception as in the others it is the conduct of the workman that counts. The employer by showing that the accident was due to a workman being drunk does not get out of his liability to other workmen injured in that accident. He is free only from liability to that particular workman.

131 The next exception, which is contained in proviso (b) (ii) relates to cases arising from the disobedience of the workman. In the first place the disobedience must be wilful. Wilful means more than willing and a little more than intentional. It implies deliberation. A workman who acts thoughtlessly on a sudden impulse does not act wilfully.\* But the exception does not cover wilful disobedience to every order of the employer. The order must be "an order expressly given, or a rule expressly framed for the purpose of securing the safety of workmen," i.e., for the prevention of accidents. The proviso applies to both oral and written orders and it applies equally to rules framed by Government and rules made by the employer. Thus most of the Mining Regulations and many of the Rules framed under the Factories Act are rules for the purpose of the proviso, as well as safety rules made by the management and general or specific orders issued with a view to safety. But mere cautions do not amount to rules within the meaning of the proviso,† the rules and orders must take the form of specific injunctions.

132 IT IS ESSENTIAL IF ADVANTAGE IS SOUGHT TO BE TAKEN OF THIS EXCEPTION TO SHOW THAT THE ORDER OR RULE WHICH HAS BEEN

\* The British Act.  
- Marshall VIII,  
by that case, is  
es not involving

per se  
agen  
accor  
secur  
Act ( ...  
even  
Infras  
Dasi  
the t .

disobeyed had been clearly brought to the notice of the workman injured and could reasonably be presumed to have been both understood and remembered by him. A workman is not guilty of "wilful disobedience" if he fails to observe a direction which he has not properly understood or which he has forgotten. In consequence an employer or manager who frames a long and elaborate set of rules defeats his own object, for an uneducated and illiterate workman cannot possibly be expected to remember such a code, and, in consequence, his disobedience will not be wilful. The acts which lead to accidents most frequently should be prohibited by a few rules framed as simply as possible, e.g., "this machine must not be cleaned while it is running," or "no matches must be struck here" or "entry into the following part of the mine is prohibited." The rules might with advantage be written in a language understood by the workmen and displayed for the benefit of those that can read, illiterate workmen should have their attention called to them at frequent intervals. Three or four plain rules constantly impressed on the workmen concerned may save the employer heavy compensation and, what is more important, may save the workmen from serious accidents.

133 THE last exception [proviso (b) (iii)] is similar in character. Here again the act must be wilful, and the device removed or ignored must be one provided for safety purposes. But in this case it is necessary to show that the workman knew the purpose of the device, under the preceding exception a workman might be regarded as wilfully disobeying an order which he thought was made for some other purpose than safety, e.g., to prevent him stealing, but which was in fact made for his safety. It is, consequently, in the interests both of the employer and the workmen to make sure that the men fully understand the objects of the guards and devices fitted to the machines they use. It is suggested that the general question, here as in the case of the preceding exception, can be put in the form—was the wilful act of the workman the primary and immediate cause of the accident? If it was, the exceptions apply.

### Occupational Diseases

not yet been  
ie provisions  
3 For the  
group The  
first group consists of the diseases specified in the Act the second  
of all other diseases. The specified diseases are anthrax, which

is expressly mentioned in section 3 (2), and the six diseases included in Schedule I to the Act are those which the Indian power to extend the compensation to such diseases. In addition so made (up to 1935) was mercury poisoning which has since 1933 been included in the Act itself. In actual practice, lead poisoning is the only disease in respect of which claims have been made in India with any frequency, and such claims have generally come from persons employed in printing presses.

135 THESE special diseases are occupational diseases, i.e., they are diseases to which men engaged in particular occupations are especially liable. And in every case in which an occupational disease is mentioned, the corresponding occupation is specified. For a workman to come under the provisions of sub section (2), he must show not merely that he has got the disease, but also that he was engaged in the particular occupation mentioned. Further, he must prove that he was in the service of the employer from whom he is claiming when he contracted the disease and, except in the case of anthrax that he had been in his service for at least six months. But this last requirement must be read in the light of the explanation appended to the sub section, which is virtually a proviso. Its intention is clearly to cover interruptions, comparing the different explanation appended to section 5. The contrast is between "period" and "continuous period," so that the former must be read as denoting a series of spells of service. The consequent result is that the workman need only prove that his total service with his employer since he last served another employer (if he ever did), is in the aggregate at least six months.

136 THE contracting of a disease is not as a rule an injury by accident \* for one thing, it is not usually sudden. But here it is expressly provided that where the conditions mentioned in the preceding paragraph are satisfied, the contracting of the disease is an injury by accident. Further, unless the employer proves the contrary, the accident will be deemed to have arisen out of and in the course of employment, so that the workman's case is complete without any further proof. It will very seldom

he possible for the employer to prove that the accident did not arise out of or in the course of employment. But if it is proved that the workman contracted the disease before he entered the employer's service the employer is not liable even though service under him may have aggravated it.

### Other Diseases

137 IN the case of diseases that are not specified in the Act the position is reversed for here the workman will usually find it difficult to establish a claim. Section 3(4) makes it incumbent on him in such cases to prove—

- (a) that there has been an accident within the ordinary meaning of the word and not within the special meaning contained in sub section (2)
- (b) that that accident arose out of and in the course of his employment and
- (c) that the disease was directly attributable to a specific injury sustained in that accident

138 THIS sub section differs radically from the corresponding provision [section 43 (4)] of the British Act which is based on the view that a disease is or can be a form of personal injury. Here it is provided that compensation is payable for a non specified disease only if the disease arises from a specific injury. A disease is thus regarded as something distinct from an injury and this view corresponds more closely with the ordinary usage of the terms injury and disease than the view embodied in the British law. While it may be difficult to define the dividing line between the two in scientific terms the words in common parlance represent essentially different groups of ailments. Thus abrasions contusions concussions and the displacement strain or rupture of parts of the body may be regarded as injuries while other morbid conditions including all cases of bacterial infection, are diseases.

139 THE most frequent cases in which the conditions laid down in the sub section are satisfied are those of septic infection supervening on wounds sustained in an accident e.g. tetanus or gangrene. On the other hand the contracting of a zymotic disease such as small pox through exposure to infection in the course of employment does not satisfy the conditions for there is no specific injury even if there has been an accident. Compensation is not of course payable for any disease other

than a specified disease, which has been contracted through gradual exposure, such as rheumatism contracted through work in damp surroundings or consumption through work in close and dusty premises, for in such cases there is neither an accident nor a specific injury. A doubtful case is that of disease, e.g., pneumonia, contracted as the result of a sudden chill caused by an accident, such as the failure of a pump in a mine. If being suddenly chilled can be regarded as sustaining a specific albeit temporary injury, compensation is payable in such a case.

140 THE meaning of "directly attributable" has already been discussed in connection with the exceptions. Here it implies that the disease must arise from the injury as its primary and immediate cause. In other words there must be no intervening cause, but contributory causes, such as a weak state of health, will not defeat a workman's case if the injury led directly to the disease. "Directly attributable" does not mean, any more than in the proviso (b) to section 3 (1), the same as "solely attributable". A disease is seldom if ever due solely to one cause and the words "solely and," which formerly preceded "directly" in section 3 (4), were deleted by the amending Act of 1933. It may be added that the exceptions to section 3 (1) are applicable to claims in respect of disease. The employer is also given special protection against disease arising through aggravation or careless treatment of injuries in section 11 (6), which is discussed in paragraphs 201 to 204 below.

## CHAPTER V

---

### THE SCALES OF COMPENSATION

---

#### General Observations

141 THE principal characteristic of the scales of compensation is their rigidity. Given the wages of the workman injured and the details of his injuries it should be possible in all but a few cases, to determine at once the compensation. The amount does not depend on the discretion of tribunals or the bargaining capacity of the parties. In this respect the Act departs from the British model and is more on the lines followed by American Acts. The result, of course is a certain arbitrariness, it is not possible for the Commissioner to vary the amounts to meet the circumstances of particular workmen but if he had any wide discretion in the matter a powerful incentive would be given to litigation, and the settlement of differences would be much more difficult.

142 THE provisions governing the amount of compensation to be paid in any particular case are contained in section 4 and Schedule IV, which must be read with section 5 and Schedule I. The rates of compensation for minors differ from those for adults. The distinction between a minor or an adult is given in section 2 (1) (a) which fixes the dividing line at 15 years of age. Where

rebutted by other evidence (See section 18.) Thus if a workman has been working as an adult in a factory and a certificate is produced to show that he was certified as 13 years of age three years before the accident neither the employer nor the workman will be allowed to prove that he is still under 15. The word "factory" is not defined, but in view of the context it may be taken as including for the present purpose all premises in which the certificates in question are required by minors seeking employment, i.e., those factories which are subject to the Factories Act.

143 THE age should be reckoned at the time when the right to claim compensation was created. In non fatal cases, there is no difficulty. If a minor is seriously injured, and the doctors are not able to say that he is permanently disabled for some months, the age should be reckoned at the date when the disablement began, for the disablement which began then did prove to be permanent. Its permanence was later shown to be a fact. But the case of a workman who meets with an accident when he is under 15 and dies as the result of that accident after he has passed 15 is not so simple. It might be argued that the right to compensation was created by the injury, and that therefore the right began when the injuries that resulted in the disablement and death were caused [See section 3 (1)]. But, strictly speaking, the right is created not by the injury, but by the results of the injury, until the death of the workman, the dependants have no right to compensation. Further, the words "Where death results from the injury, in the case of a minor" seem to indicate that it is the date at the time of death that counts. Note that under section 10 (1) a fresh period of limitation starts with the date of death.

#### Compensation for Death

144 If an adult workman is killed, the compensation payable is that given in column 2 of Schedule IV opposite the wage class in which the workman falls. Throughout the greater part of the range, the compensation is equal to 30 times the top wage in each class, but dependants of workmen in the first three classes, i.e., those who are most poorly paid get sums bearing a higher proportion to their wages, and there is an absolute minimum of Rs 500. Dependants of workmen getting more than Rs 100 receive either Rs 3,500 or Rs 4,000, the last sum being the maximum payable for death. If a minor is killed the compensation is a fixed sum of Rs 200, it does not depend on the minor's wages. The amount is much smaller for a minor than for an adult, not because a smaller value is set on the life of a minor the idea of the "value of a life" is entirely foreign to the theory of workmen's compensation. Compensation is designed to minimise the financial hardship resulting from accidents and as a minor will have as a general rule, no dependants, the amount provided is designedly small.

145 A Bench of the Rangoon High Court has ruled\* that payments made to a workman before death cannot be deducted

\**In re Maung Nyi*, XI Rer. 154

from the compensation payable to the dependants on account of his death. In other words, proviso (a) to section 4(1) does not apply where the previous payments were made to the workman and the compensation is due to the dependants. Compensation for death is not in the opinion of the court, "a sum to which the workman is entitled" within the meaning of the proviso, but is payable to the dependants in respect of their separate and independent right. Thus, whatever payments have been made before death (and such payments may equal or exceed the compensation for death), the employer can claim no rebate and must pay the compensation afresh to the dependants in full. This is apparently not the view of the Government of India, for Form A requires a statement of the previous payments to the workman which are quite irrelevant if they cannot be deducted. But nothing in the Rules can alter the meaning of provisions in the Act, and the Rangoon High Court's decision governs the question so far as Burma is concerned.

146 THE writer would, with great respect, submit that, if the issue is raised elsewhere, strong grounds can be given pointing to a contrary conclusion. For the issue rests, it is submitted, on the application, in proviso (a) to section 4 (1), of the concluding words of section 2 (1)(n). These provide that "any reference to a workman who has been injured shall where the workman is dead, include a reference to his dependants or any of them." That is, after a workman dies the dependants are to be regarded as included with him (not substituted for him) in all places where the Act refers to him. If in the first proviso to section 4 (1) the words "including after his death his dependants or any of them" are inserted after the word "workman" \* the result, it is submitted, is to give the employer a right to deduct all the compensation paid to the workman.

#### Permanent Total Disablement

147 PART B of section 4 (1) provides for compensation for permanent total disablement. Total disablement is defined in section (2) (1) (l), this sub section also details certain specific injuries which are to be regarded as resulting in permanent total disablement. The effect is that permanent total disablement is caused—

- (a) when a workman is permanently incapacitated for all work which he was capable of performing at the time of the accident.

---

\* "Workman occurs in two places but the words 'during the period of disablement' provide a context repugnant to the inclusion of the dependants at the second place [See opening words of section 2 (1)]

- (b) when a workman is completely and permanently blinded,
- (c) when a workman sustains any combination of the injuries specified in Schedule I, such that the percentages of loss of earning capacity shown opposite these injuries in the Schedule add up to 100 or more. For example, a man who loses an arm and a leg, or both arms, or both legs, or the right arm above the elbow and the sight of one eye, is entitled to compensation for permanent total disablement. The principle of the Schedule is discussed below (see paragraph 153).

148 THE compensation for permanent total disablement in the case of adults is set out in column 3 of Schedule IV. The scale is framed in the same way as that for death but the amounts are 40 per cent higher in every case. The disabled workman himself has to be relieved as well as his family out of the money. Compensation for permanent total disablement in the case of minors is a fixed sum of Rs 1200. A minor has normally no dependants but disablement is usually an even more serious matter for him personally than it is for an adult and his wages, which are always small, bear little relation to the loss inflicted on him. As few minors earn as much as Rs 10 a month, the sum will represent many years' wages in the normal case.

149 IT may happen that a man who has sustained some permanent injury prior to an accident sustains further injuries in the accident, e.g., a man who is blind in one eye may meet with an accident and lose the other eye. Or a man may lose a leg in one accident and a hand in another. If the combined injuries—those previously sustained and those sustained in the last accident—have percentages which add up to 100 or more, the injury by accident results in permanent total disablement. No deduction can be made from the sum on the ground that compensation was paid for the earlier injuries. But the amount will normally be smaller because a maimed man earns, on the average, a lower wage than a whole man.

150 THE employer is entitled, under proviso (a) to section 4 (1), to deduct any payments made to the workman by way of compensation before the payment of the final lump sum. Thus, for example, half-monthly payments paid while the disablement was believed to be temporary can be deducted. Section 8 (1), however, provides that lump sums are not to be paid directly to women or to persons under a legal disability. If they are paid

directly they are not to be deemed to be payments of compensation and must be regarded, therefore, as not made "by way of compensation." Half monthly payments, paid in the belief that the disablement is temporary, are not lump sums within the meaning of section 8(1), and even if they are made to women or persons under legal disability, they can be deducted. But lump sums paid prior to the final lump sum cannot be so deducted.\*

#### Permanent Partial Disablement

151 COMPENSATION for permanent partial disablement is provided for in section 4(1)C. The definition of permanent partial disablement in section 2(1)(g) states that it means such disablement as reduces a workman's earning capacity in every employment which he was capable of undertaking at that time (*i.e.*, the time of disablement), and it goes on to say that "every injury specified in Schedule I shall be deemed to result in permanent partial disablement." Two separate types of injury are thus provided for in assessing compensation—*injuries specified in Schedule I* and *injuries which cause permanent partial disablement but which are not specified in that Schedule*.

152 THE scheme on which compensation for such injuries is based may be briefly explained. The general principle is that compensation should be proportionate to the loss of earning capacity sustained. If a man after an accident can earn only three quarters of his former wages, he has lost a quarter of his earning capacity and he should therefore get a quarter of the compensation which he would get if he had lost the whole of his earning capacity—that is if he had been permanently and totally disabled. This is obviously a fair and a sound principle. But the loss of earning capacity is not an easy thing to determine. A man after he has been seriously injured may go back to his fields and cease to be a wage earner. He may go to a post where he is not earning all he can or he may not be able to get a job at once. And a workman cannot be kept waiting for his compensation until sufficient experience is available to show exactly what his earning capacity is. Thus in the absence of any special simplification it would be necessary to frame an estimate of the loss of earning capacity in every case. That estimate, even with the best expert assistance would involve a large amount of guess work with the probability of a wide divergence of view between the employer and the workman.

\*On any other view there is a conflict between the proviso and section 8(1). In the original Act section 8(1) applied only to payments for fatal accidents, so that this question did not arise.

153 IT is here that the Schedule, which is an American idea, comes in. The majority of permanent injuries received in accidents are easily recognisable, and though the loss of earning capacity resulting from such injuries will not be the same in every occupation, an average can be struck, and only a few men will show wide variations from the average. For example, it is estimated that when men lose their right hands, the average loss of earning capacity in such cases is 60 per cent. No doubt some men after losing their right hands might be able to earn about the same wages as before, while others would only be able to earn a minute fraction of their former wages. But the figure is selected as representing, as nearly as possible, the percentage diminution in the wage which the average man can expect to earn. The same figure is therefore fixed for all men, and, at the expense of accuracy in particular cases, a general rule is thus obtained which saves all the difficulties of calculation and removes a fruitful cause of disputes. As however, it is only possible to specify in the Schedule injuries which cannot be the subject of any ambiguity, some injuries have to be left out, and for these the parties or the Commissioner must frame an estimate of the loss of earning capacity in each case.

154 SECTION 4 (1) C accordingly provides separately for the two types of injury. If the injury is given in Schedule I,

disabled. For example a man drawing Rs 30 loses his right arm below the elbow. The percentage for such an injury is 60, if he had been totally disabled for life he would have got Rs 1,260. The compensation is therefore 60 per cent of Rs 1,260=Rs 756. Again a boy under 15 loses a thumb. If he had been completely disabled compensation would have been Rs 1,200. The percentage for the loss of a thumb is 25 compensation therefore amounts to Rs 300.

155 If the injury is not in the Schedule the calculation is made in a similar way, the only difference is that, as already explained, the loss of earning capacity is not given in the Act and has to be estimated. Once the estimate has been made, it can be expressed as a percentage of total loss of earning capacity, and the calculation then proceeds as before. For example a man earning Rs 25 gets a spinal injury which reduces his earning

capacity by half compensation is 50 per cent of Rs 1134= Rs 567 In estimating the percentage the question to be answered is—what wages can this man now expect to receive? It should be remembered that partial disablement when permanent must involve a loss of earning capacity, not merely in the occupation the man had at the time of the accident but in every occupation which he was then capable of carrying on consequently in calculating the loss of earning capacity the possibility of the man obtaining a different type of job must be borne in mind

156 It follows from the provisions of section 4 (1) C (ii) that unless the injury is specified in the Schedule a man who is permanently injured gets no compensation in the event of his suffering no loss of earning capacity If in spite of his injuries he is capable of earning the same wage after the accident as before and if the injury is not a scheduled one no compensation can be claimed (except of course the compensation payable for the time he was kept from work while the injuries were fresh) This of course does not mean that an employer can offer any man a job on the same pay in exchange for compensation for the whim or desire of a particular employer is not a measure of earning capacity A seriously injured man who is given his previous wages by his employer does not, as a rule, earn those wages On the other hand, a man sustaining a scheduled injury must get his compensation even though he may appear to have suffered no loss of earning capacity This follows from the concluding words of section 2 (1) (g)

157 If more injuries than one are caused by the same accident the explanation to part C of this sub section indicates that the total amount of compensation payable for the different injuries should be added up Where all the injuries are scheduled this is straightforward Where some are scheduled and others are not it is necessary to form an estimate of the percentage loss of earning capacity due to the latter and to add the percentages given opposite the former in the Schedule But in no case can the sum payable for permanent total disablement be exceeded Obviously a man cannot lose more than 100 per cent of his earning capacity In respect of the effect of injuries in a previous accident on compensation and the deductions that can be made from the lump sum payable, see paragraphs 119 and 150 The observations there made apply equally to permanent partial disablement

### Temporary Disablement

158 COMPENSATION for temporary disablement is regulated by part D of section 4 (1). Here different considerations come into account. A man who is rendered temporarily unfit for the kind of work he has been accustomed to do cannot be expected to take up other work of a different kind. He will not want, nor is it reasonable that he should be asked to change his occupation what he will need, as a rule, is rest to enable him to resume his former occupation as quickly as possible. Therefore temporary partial disablement is defined in section 2 (1) (g) as "such disablement as reduces the earning capacity of a workman in any employment in which he was engaged at the time of the accident." Further except in a special case no distinction is made between total and partial temporary disablement, as far as the amount of compensation is concerned. An employer cannot insist that a partially disabled workman who is not able to earn full wages shall return and take up such work as he is capable of doing. Nor can he ask that the compensation should be reduced because the man is fit enough to earn some money if he chooses to try. So long as the man cannot earn his former wage, he cannot be compelled to work. But there is nothing to prevent an employer from bringing pressure to bear on a man who could work if he wanted to by threatening to refuse to re-employ him later. If a man does return to work and earns a wage, a reduction of compensation may be possible [See paragraph 162.]

159 By the first proviso to section 3 (1), no compensation is payable for injuries which do not disable the workman, totally or partially, for more than seven days. This period, which is known as the "waiting period," is fixed with a view to excluding all cases of trivial injury. One reason for the provision of a waiting period is that the inclusion of such cases would enlarge greatly the number of possible claims, with heavy administrative expenses and little benefit to the workman, who would not find it worth his while to contest a case if compensation was refused. A second object is to prevent malingering. If a workman could claim compensation for a very short absence the employer would have no adequate means of checking the facts, as the alleged disablement might be over before he could arrange for a medical examination.

160 If the temporary disablement lasts for more than seven days, compensation takes the form of half monthly payments. But no compensation is payable in respect of the waiting period;

the right to compensation runs from the eighth day of disablement. The first half monthly payment is due on the 23rd day after disablement, and a subsequent payment falls due after the expiry of each half month from that date. These payments can go on until the end of 5 years and 23 days from the date of the disablement if the workman does not get better before then. As will be seen later, they can be commuted to a lump sum but even if they are not so commuted, it is only in rare cases that they will go on for as long as one year. If as will usually be the case the end of the disablement does not coincide with the end of a half month a proportionate payment is to be made for the broken period [Section 4 (2)]

161 THE scale of half monthly payments for adults is given in column 4 of Schedule IV. As with all other compensation for adults the amounts depend on the wage group into which the workman falls. Workmen drawing up to Rs 10 get compensation at a rate equivalent to their wages as wages rise the proportion borne by compensation falls until at Rs 40 it is half the rate of wages. There is a maximum of Rs 30 for half monthly payments i.e., the compensation for temporary disablement cannot exceed Rs 60 per month. All minors who are temporarily disabled get compensation equivalent to their wages subject to the same maximum.

162 THE first proviso to section 4 (1) enables the employer to deduct any allowances he may have made to the injured work man by way of compensation before the first half monthly payment is made. The second proviso deals with the case of the man who although still partially disabled is actually earning a wage. In this case his half monthly payments must not exceed the difference between half his monthly wages before the accident, and half the amount of his monthly wages after. To put it more simply, the rate of compensation must not exceed the difference between the wage rate before the accident and the wage rate after. Compensation must not be a source of profit. For example, a workman on Rs 40 gets half monthly payments of Rs 10 each. If he earns while disabled anything up to Rs 20 a month, he still gets Rs 10 twice a month as compensation. But if he earns Rs 21 a month his half monthly payments go down to Rs 8 each. Half monthly payments cannot be altered to meet general wage changes which have not actually affected the disabled man. Unless he returns to work the compensation of a disabled man depends solely on his wages before the accident.

163 SUB SECTION (5) of section 15 relieves shipowners of the liability to make half monthly payments to masters of ships or seamen so long as they have a corresponding liability under certain other laws. This sub section has reference particularly to the liabilities imposed by section 89 of the Indian Merchant Shipping Act, 1923, and by section 34 of the British Merchant Shipping Act 1906. Under the sections if masters or seamen receive any injury in the service of the ship the owners must provide maintenance and medical attention for them as long as they are unfit. The freedom from liability to make half monthly payments of workmen's compensation is absolute; it is not dependent on proof that the liabilities under the other Acts have been met. A corresponding provision will be found in section 35 (1) (f) of the British Workmen's Compensation Act.

#### The Definition of Wages

164 REVIEWING the scales of compensation, it will be seen that in all cases relating to adult workmen and in cases of temporary disablement affecting minors the amount of compensation payable is related to wages. The definition of wages is contained in section 2 (1) (m). This is not a comprehensive definition it adds to the ordinary meaning of "wages" certain types of benefits and makes it clear that others are excluded. Primarily then wages include all money payments i.e., the ordinary wage of a workman and all allowances such as overtime payments bonuses and payments for idle time such as the *lavoral* given in some industries when short time is worked. These are included because they form part of the inducement offered to the workman to enter into a contract.

165 THE items expressly excluded are for the most part, payments which represent the recoupment of expenses incurred. Thus travelling allowances and the value of travelling concessions are excluded together with all sums paid to cover special expenses which the workman has to incur on account of his employment, e.g. allowances for the provision of tools lamps, oil, etc. Payments made by an employer towards a pension scheme or a provident fund are also to be excluded, but if the workman contributes to such schemes the deductions made from his pay must not be deducted when his wages are being reckoned. But where a part of the workman's remuneration takes the form of a local allowance given on account of the cost of living at the place where he is employed it is submitted that this forms part of his "wages". For the cost of living in the place is not an element in

"the nature of his employment" If he went to perform identical work in a less expensive place, the nature of his employment would be unaltered.

166 OTHER privileges and benefits are included, provided that they are "capable of being estimated in money" Though this phrase does not appear in the British Act, it has formed a criterion in decisions in England\*. Free meals, allowances in grain and clothing, free or cheap housing, and the grant of land for cultivation are advantages that are capable of monetary estimates in a particular case hardly

benefits of which the value depends so largely on the use which the individual makes of them as to be incapable of accurate assessment. Free medical and hospital service should probably be excluded for the same reason.

167 WAGES are something received by the workman, and the value of a concession is its value to him. This does not necessarily mean the same thing as the cost to the workman of providing it for himself. A sailor at sea could not provide his own food, or preserve it, except at prohibitive rates, and when an industry is started away from a city, with houses built by an employer, the price of private houses may be so exorbitant that no workman would come without the promise of a house. Obviously, in such a case the exorbitant price demanded by the few house owners is not the value of the house to the workman. It is not possible to give any infallible criterion, the English courts have on several occasions gone on the cost to the employer, but if this test is taken, care must be exercised to see that the employer is not providing a substantially higher standard than that to which the workman is accustomed in his ordinary life. The amounts that a workman of the type being considered would spend on the commodity in question form a useful guide in difficult cases.

168 WAGES received from another employer on account of other work (*e.g.*, if the man is serving two employers on part time jobs) cannot be counted. This is indicated by the references to "the employer" here and in section 2 (1) (n) and it is put beyond

\*See especially Pomphrey v. Southwark Press (1901) 1 K. B. 86 III, W. C. C. 191. This case is valuable as bearing on the difficult question of the wages of apprentices.

doubt by section 5 Clause (a) of that section speaks of "payment by the employer," referring to "the employer who is liable to pay compensation." Clause (b) gives the criterion of "the same work by the same employer." Clause (c) speaks of what is "earned from the employer who is liable to pay compensation." The phrases quoted from clauses (a) and (c) also operate to exclude payments by third parties, e.g., tips received from passengers by a cabin steward. Clause (b) is not so clear on this point, but it is suggested that if the Legislature had intended to lay down a different principle for these rare cases, it would have done so in a more explicit manner.

### The Calculation of Wages

169 THE main purpose of section 5 is to provide for the calculation of wages. The remuneration of most workmen is a variable factor, changing from month to month or even day to day. Further men are paid by differing periods—the day, the week, the fortnight etc. All such payments have to be translated into months. Irregular payments, such as bonuses, and non-periodic concessions, such as the grant of a free house, have to be similarly converted. Section 5 effects this both for the purpose of calculating compensation and for the purpose of determining whether a man's wages take him out of the category of workmen.

170 THE section divides workmen into three classes, according to the length of their continuous period of service immediately preceding the accident. This period is defined by means of the Explanation as meaning service which includes no break of more than fourteen days. Absence from work for more than a fortnight constitutes a break, even though the absence has the permission of the employer and is in fact leave. Thus a railway servant on leave with pay for a month has a break in his continuous service for the purpose of this section. Where the last continuous period of service is twelve months or more, clause (a) is applicable; clause (c) applies where it is less than twelve months but not less than a month; and clause (b) where it is less than a month. These clauses will be discussed in turn.

171 For workmen who come under clause (a) the value of the whole of the wages, bonuses, concessions, etc., which have fallen due for payment during the year preceding the accident must be set out in cash added together and divided by twelve. A concession such as a free house is, of course, given continuously and falls due for payment continuously. "Fallen due for payment" does not mean the same as "earned," which is the

word used in clauses (b) and (c). If a workman works on the understanding that he will be paid on the 7th of each month, and he is injured on the 5th January, the wages for the preceding December are not included in the calculation but the wages of the December of the preceding year are included. The whole of a bonus which was paid or should have been paid during the year is included. But a bonus not declared, and dependent on the discretion of the employer cannot be counted, for it is not "capable of being estimated in money" [see section 2 (1) (m)], nor has it fallen due for payment.

172 CLAUSE (c), which adopts the basis of wages "earned," is more complicated, but will be better understood if the two arithmetical processes involved are transposed. The first step is to calculate the cash value of all wages, bonuses, concessions, etc., earned during the period taken. Concessions of a continuous character, such as a free house, are earned continuously. The aggregate is divided by the number of days comprising the period, which yields the average daily wage for that period. This is then multiplied by 30 to give the average monthly wages. It may appear at first sight that the workman gains by this method, for few workmen work on 30 days in a month, but this is automatically allowed for. The wages of a man working 26 days in a month of 30 days and getting a rupee a day come out to Rs 26 and not Rs 30 by the above method. If the man has worked on only 20 days in the course of two months at a rupee a day, his monthly wages come to Rs 10. In dividing by the number of days, days in which he does not work are counted in, therefore in multiplying the number of non working days in a month is reckoned as well as the number of working days, and 30 is taken as the average number of days in a month.

173 CLAUSE (b) is designed for the workman who has served for such a short period " " " basis for calculation " "

a fellow workman emp employer during the preceding year is taken as a basis. Failing any such man, the comparison is made with similar work under that employer or other employers in the locality. It is not necessary to select a particular workman for the comparison. The use of the word "average" makes it legitimate and indeed preferable to base the comparison on the wages of a number of men, if there are a number who satisfy the condition.

## CHAPTER VI

### NOTICE AND MEDICAL PROVISIONS

#### Service of Notice

174 THE first step to be taken by a workman or his dependants after an accident is the service of notice on the employer. The object of notice is to secure for the employer prompt information so that he may—

- (1) verify the circumstances of the accident while these can be easily ascertained
- (2) exercise his rights of medical inspection and keep in touch with possible developments of the injuries, and
- (3) offer medical attendance and prevent aggravation of the injuries

175 THE provisions relating to notice are contained in section 10 which is based on the British law (*cf* sections 14 and 15 of the present British Act) but differs from it in many respects. One of the important differences is that the Indian Act makes no provision for oral notice and the notice must be in writing. This is not stated expressly in section 10 (1) but it is clear from such sections (2) and (4) of section 10\*. The notice must contain —

- (a) The name and address of the workman injured
- (b) the cause of the injury
- (c) the date of the accident

It is not necessary that the notice should contain the details of the injuries the employer having got the notice can ascertain these by exercising his right of medical examination.

176 SERVICE may be made —

- (i) upon the employer or upon any of the employers if there is more than one or

\**Cf* Ja chand Sambhund v V that Bajrao LVII Bom 150

- (ii) upon any person directly responsible to the employer for the management of any branch of the trade or business in which the workman was employed

The latter alternative makes it possible for the workman to serve the notice upon the manager of the business but not on some subordinate, such as a foreman because a subordinate is

paragraph 72

177. NOTICE can be served by registered post (but need not be so sent), and can be addressed to the residence or to *any* office or place of business of the person on whom it is to be served. The Act does not contain any reference to the person by whom the notice is to be given, and the employer must accept notice from any one acting for the workman, and is not entitled to proof that the person giving notice has been authorised to do so by the workmen.

178 SECTION 10(3) enables local Governments to insist on the maintenance of notice books by prescribed classes of employers and section 18-A (a) provides a penalty for failure to do so when required. The rules made by local Governments in this respect will be found on pages 239, 244, 256, 264 and 275. Even where no such rule is in force, the practice is one that employers of large establishments would be well advised to adopt, it was introduced by employers in England long before it was made statutory in certain establishments there. If a notice book is maintained, and its use is understood, the employer increases his expectation of getting prompt notice which is as much in his interest as in that of the workman. Where a notice book is maintained, the workman is not obliged to serve notice by making an entry in it, he can send a letter. But a workman who refused to make an entry if he was physically able to do so and if the book was brought to his notice, would have some difficulty after such a refusal in showing that he had given notice "as soon as practicable."

#### Time of Notice

179 THE time of the notice is of the first importance. It must be given (1) as soon as practicable, and (2) before the workman has voluntarily left the employment in which he was injured. Both these phrases are taken from the British Act, and

both these conditions must be satisfied \* The first phrase is elastic If a workman suffers a minor injury, there should be no reason for delay, he could proceed to serve the notice as soon as his injuries were dressed If he is carried away in a critical or unconscious state, latitude must obviously be allowed The second phrase is not elastic A workman leaves the employment when he signifies, by some definite statement or act, his decision to cease to serve that employer, e.g., if he takes a post with another employer, or is paid off at his own request Absence does not necessarily end the employment, even if the workman is employed by the day If a workman is dismissed by his employer, the condition that notice must be given before he voluntarily leaves his employment has no application, and notice must merely be given as soon as practicable

180 IF notice has been given by or for a workman, and the workman subsequently dies as a result of his injuries, no fresh notice need be given by his dependants Conversely if a workman who has had adequate opportunity fails to give notice as required, and then dies, his dependants may find themselves prejudiced by his failure For the notice has to be given as soon as practicable after the happening of the accident, not the happening of the workman's death

181 SPECIAL provision is also made to cover the case of the scheduled diseases As has already been pointed out, the contracting of these diseases is deemed to be injury by accident [Of section 3 (2)] But the contracting of such a disease cannot usually be assigned to any definite date, so that a difficulty arises in determining when the 'happening of the accident' occurred The difficulty is met by the first proviso to section 10 (1), which lays it down that the 'accident' shall be deemed to have occurred on the first of the days during which the workman was continuously absent on account of the disease He must serve the notice as soon as practicable after that

### Special Cases

182 IN certain cases no notice is required. This is true of nearly all fatal accidents, provision is made for these in part (a) of the second proviso to section 10 (1). The first condition is that the accident should have occurred on the employer's premises or at any place where the workman was working under the employer's control. Control means more than mere general direction of the employee's work. A motor driver sent with a car or a bus driver driving a bus is not working "under the control of the employer" unless the employer accompanies him. The second condition is that the death should have occurred either on the spot or on some premises of the employer's or in the vicinity. The result is briefly that the only fatal accidents not covered by the proviso are those —

(a) which occur where the employer has not control over the workman, or

(b) in which the workman has died away from the vicinity.

Further a considerable number of such accidents will be covered by part (b) of the same proviso which however is not limited to fatal accidents. For the meaning of vicinity see paragraph 194.

183 Part (b) of the proviso gives a similar dispensation in favour of all cases in which "the employer had knowledge of the accident from any other source at or about the time when it occurred". It would seem that 'knowledge of the accident' here does not mean simply knowledge of the fact that an accident in which the particular workman may or may not have been injured, occurred on the day in question; it means rather knowledge of the particular occurrence which befell the workman. The exception is clearly based on the idea that an employer cannot complain of not being told what he knows already and the ordinary notice gives him more than intimation that there has been an accident, it gives him the cause of the injury to the particular workman\*. If for example an employer is aware that a fall of a roof in a mine has resulted in injuries to a number of the miners and later another man who was not known to have been injured appears with a claim this clause could hardly be invoked to excuse failure to give notice.

184 IT is for the workman to prove that the employer had information from another source. The fact that the particular

\*Thereon differing from British law under which the point here discussed is more doubtful.

were furnished at or about the time by the employer to any official, such as a factory or mines inspector, would be adequate evidence, as also the fact that the employer held an enquiry into the occurrence. "Any other source" means any other source than the regular written notice, and not any other source than the workman so that information derived orally from the workman himself will suffice, provided that it is given at or about the time of the accident. But the proviso refers only to "the employer" and, unlike sub section (2), does not mention persons subordinate to the employer. Moreover the definition of "employer" [see sections 2 (1) (e) and 2 (1) (f)] expressly excludes a manager. It would appear, therefore, that the fact that a manager had information will not help the workman, unless there is evidence which will warrant the assumption that that information was passed on to the employer at the time. Nor will the fact that a contractor had information be adequate if proceedings are taken against the principal employer - see the concluding lines of section 12(1).

185 No notice is required from a seaman if the accident takes place and the disablement commences on board ship - see section 15(1). This is because the master, who stands in the place of the employer, must be aware of all accidents happening on his ship, and will normally enter these in the log. "Disablement" seems to exclude accidents that are immediately fatal, but such accidents are fully covered by part (a) of the second proviso to section 10(1). Masters are not covered by this exception. If the master himself is injured he must serve the notice on the employer or "person directly responsible" in the usual manner, but it will not usually be practicable for him to do so until the ship has reached port.

186 If a dispute arises later, the Commissioner has power, in certain special circumstances, to proceed with the case even though no notice has been given, or notice has not been given in proper time or in proper form. For a discussion of the circumstances in which this power can be exercised, reference should be made to paragraphs 244 to 252.

#### Inquiry by Employer

187 As already stated, the insistence on prompt notice is designed in the first place to enable the employer to verify the fact of the accident as soon as possible after the event. Eye-witnesses of the occurrence will be on the spot, and it will be a

simple matter for him to form conclusions as to the cause and nature of the accident. The danger of a fraudulent claim is reduced to a minimum. In most cases the employer should be able to satisfy himself that an accident really occurred and he will be able to ascertain, before the eye witnesses' memory has become (or has been rendered) fallible whether it arose out of and in the course of the employment or whether any of the exceptions apply. A notice is in no sense a claim and an employer is not compelled to take any action on receiving a notice. But the fact that an employer took no action might in some cases weaken any protest he made at a later stage.

188 IN this connection reference should be made to rule 11, which can be of considerable assistance to the employer in some cases. This rule enables an employer who has received information of an accident by notice or otherwise and who has made an inquiry into the circumstances surrounding the accident or the alleged accident to record with the Commissioner a memorandum of the inquiry made by him or by his subordinate. This has to be supported by an affidavit. The memorandum and any statements accompanying it will not normally be admissible in evidence if a dispute arises later, though in some cases they may be admissible.

ordinary cases, but where the employer finds that the notice refers to a fictitious accident or where the circumstances are suspicious it offers useful protection. The memorandum should be accompanied by the statements of eye witnesses whenever possible other statements are of little value as a rule.

#### Medical Examination

189 THE second purpose of an early notice is to enable the employer to have the workman medically examined without delay. The provisions relating to medical examination are in section 11 and Rules 12 to 17. The employer's right to have a medical examination conducted lasts for three days from the time 'at which service of the notice has been effected'. This means normally the time at which the employer receives the notice. If the notice is sent by registered post [see section 10(3)] section 27 of the General Clauses Act 1897 provides that unless the contrary is proved the service shall be deemed to have been effected at the time at which the letter would be delivered in the ordinary course of post.

190 THE employer requiring the examination must provide it free of charge, and the examination must be conducted by a qualified medical practitioner, as defined in section 2(1)(i). This follows the definition contained in the Factories Act, and includes doctors registered under the British Medical Act of 1858, or under the various Indian Acts for the registration of medical practitioners. If the injured workman is a woman, she has the right to demand examination by a female practitioner if she is prepared to deposit the necessary expenses [Rule 17 (2)]. In any case, she must not be examined without her consent unless another woman is present [Rule 17 (1)]. It is obviously desirable that the doctor should in all cases record in writing the results of his examination for future reference. Where the employer wishes to utilise the provisions of Rule 11 A, the doctor's note on the case might usefully be appended to the memorandum.

191 IT is clearly in the employer's interest to arrange for a medical examination unless he is satisfied as to the effects of the injuries or is willing to pay whatever may be demanded. In the case of any dispute, the evidence of a medical man who examined the workman shortly after the accident is of the utmost value. And although three days are allowed, the sooner the examination takes place the better. Employers who are generous enough, or prudent enough, to employ a regular practitioner for the benefit of their workmen obtain a considerable advantage here, for they are able to use Rule 13 and secure the examination of the workman before he leaves the premises. Another important advantage which is gained by employing a regular doctor will be discussed later (See paragraphs 201 to 204).

192 IF the workman has not been examined before he left the premises, the provisions of Rule 14 apply. This gives the employer the choice between sending the doctor to the workman and getting the workman to come to the doctor. The latter method is obviously impossible or impracticable where the workman is seriously disabled, and proviso (ii) relieves him from the necessity of complying with an order to attend in such a case. In 'walking cases' it is usually more convenient to get the workman to come to the premises. If the workman is in hospital it is possible to employ the doctor in charge of the hospital for the purpose of the examination, but there is no obligation on the employer to do so. The examination must take place after six in the morning and before seven in the evening, unless the workman agrees to be examined outside these hours.

### Obstacles to Examination

193 NORMALLY there should be little difficulty about medical examination, but the workman may place obstacles in the way—

- (1) He may leave the vicinity before the three days allowed to the employer have expired
- (2) He may refuse to be examined
- (3) He may obstruct the examination

194 THE first difficulty is dealt with in section 11(3). If a workman leaves the vicinity of his place of employment before the three days have elapsed, his right to compensation is suspended. The workman is, of course free to go as soon as the medical examination has taken place and need not wait three days if he was examined on the first day. "Vicinity" must be interpreted fairly liberally. It obviously extends to the place where the workman lived while employed, and therefore to any place between that and the premises on which he worked. In the case of a railway worker, "the place in which he was employed" might be a wide area, and the vicinity could

as shown to be regarded as in the vicinity, if it is at any reasonable distance. If a workman leaves the vicinity otherwise than voluntarily, e.g. if he is carried away in a helpless state, he incurs no penalty. But he cannot avoid the penalty by pleading that the employer would not have examined him if he had stayed on.

195 THE second and third difficulties are dealt with in section 11(2). The penalty for refusal or obstruction is the same as for leaving before the proper time, the right to compensation is suspended. In the case of refusal it is open to a workman to plead that he was prevented by sufficient cause from submitting himself, this does not apply to obstruction. Cases very seldom arise where refusal can be excused as being due to sufficient cause, for refusal implies something deliberate and is not the same thing as omission or failure. A possible example is that of a man

196 SUSPENSION of the right to compensation means, of course, that the workman cannot claim compensation until after the suspension has ended. He can end the suspension by returning and offering himself for examination, by consenting to the examination or by ceasing to obstruct it, as the case may be. In this case the Rule 16 applies, and the employer has the right to determine the time and place of the examination. Unless the workman consents, the examination must take place within 72 hours from the time when the workman offers himself. This does not imply that where a workman who has been obstructing expresses his willingness to be examined, but is so disabled that he cannot go to the employer's premises his right is suspended again for his refusal, in such a case, his refusal is excusable on the ground that he was prevented by sufficient cause. But where a workman left the vicinity before the first examination, he must, under section 11(3), return before the suspension ceases, if he is seriously injured, he may thus incur a considerable penalty for leaving.

197 THIS follows from the fact that, in most cases, there is more involved in suspension than suspension of the right to claim. Under section 11(5) the workman will not be able to recover compensation for the period of suspension. Further the waiting time ceases to run during the period of suspension, so that if the workman goes away on the fourth day after the accident, the waiting period does not end until the fourth day after he returns. The effect of these provisions in the case of temporary disablement, is that the workman loses for good any half monthly payments for a period equivalent to the period of suspension, so that if he comes back well, he gets no compensation at all. But if he suffers permanent injury, suspension involves no more than the postponement of his claim. The question of the aggravation of injuries which is obviously important in this connection, will be considered later (paragraphs 201 to 204). There is, of course, a limit to this postponement if the workman stays away six months his claim is barred by limitation (see paragraph 242).

198 THERE is one case in which the workman cannot find a place of repentence, this is when death supervenes. In view of the very strong impulse which seriously injured men have to return to their own homes power has been given in section 11(4) to the Commissioner to award compensation if he thinks fit. This obviously involves the power to withhold compensation, so that the dependants cannot insist on compensation on the ground that

the dead man has ceased to refuse to be examined. The power is not one to be used lightly, for if the employer is deprived of the right to medical examination, one of his leading safeguards is taken away. It is intended rather to cover the case where there is no doubt that the workman did receive injuries that were likely to result in his death. It is for the defendants to prove the details of the accident and of the injuries, and it is for them to show cause to the Commissioner for the use of his exceptional powers. And in their endeavour to prove their case, they may find that, if the deceased's act has deprived the employer of a right, it has deprived them of evidence that may be vital to their case. It should be noticed that the Commissioner must award the full amount of compensation or none, he cannot award reduced compensation [See section 2 (1) (c) ]

#### Subsequent Examinations

199 In addition to the right of the first medical examination, the employer is given, by section 11 (1) the right to medical examination of the workman "from time to time" provided that he is making half monthly payments. Such examinations are obviously required in most of the cases in which the disablement lasts for any considerable period; they may also be necessary for the purposes of review or commutation. The right of examination is, however, restricted by rule 15. The effect of this rule is that, while the employer is at liberty to examine the workman at the place where the workman is residing at intervals as frequently as he considers necessary, he can only require the workman to come to his premises for examination twice in the first month after the accident and only once in every following month. The first medical examination, which is held before the employer starts to make half monthly payments is apparently not included in the number allowed in the first month.

200 As the workman is at perfect liberty to leave the vicinity after the first examination (for section 11 (3) refers only to this examination) the employer may find it impossible in many cases to obtain more examinations than the number specified by sending a doctor to his residence. But he can require the workman to return for examination in accordance with rule 15, provided of course that the workman's condition permits of his return. It may appear that, if the workman is available at his residence, there is no limit to the extent to which he may be annoyed by frequent appearances of the doctor but if the doctor appeared oftener than was reasonable in the circumstances of the

case, the workman would probably be justified in refusing to be examined. Section 11 (2) applies equally to the first and to subsequent examinations.

### Aggravation of Injuries

201 THE third object served by the obligation to give notice is to enable the employer to offer medical attendance and so to prevent aggravation of the injuries, or, if he fails in this, to protect himself from the results of such aggravation. The relevant provisions are contained in sub section (6) of section 11. There are several minor obscurities in the sub section, which are discussed below, but the main effect is clear. The sub section gives the

secure this protection, must be willing to supply medical attendance free. The medical attendance must be provided by a qualified medical practitioner (see paragraph 190) and the employer will presumably offer, as a rule, the services of the doctor who conducts the examination, the offer being made then A general standing offer by the employer, which is made to all work

merely ignored it. The workman may accept the offer and avail himself of the treatment. If he refuses the offer, or refuses to carry out the instructions of the doctor, he runs the risk of losing compensation for any injuries that may result in consequence. If the injuries are aggravated, the workman is protected only if (a) he has been attended by a qualified medical practitioner of his own or (b) he had reasonable grounds for refusing. Reasonable grounds would arise where the workman refused to undergo a very dangerous operation.

202 THE sub section is not clearly worded. "Thereafter" has no particular force in its present place and the words "such failure" occur without any previous mention of "failure".\* If "failure" has any meaning it must refer to the workman's failure to be "regularly attended by a qualified medical practitioner," but its position between "refusal" and 'disregard' tells

---

\*The drafting was criticized in *Aroth v. Craig Jute Mills Ltd.* LV Cal 1259. The words 'such failure' referred to a definite 'failure' in the original Bill and the confusion is due to an amendment made in Select Committee.

against this interpretation. In a Calcutta case,\* the workman was regularly attended by the employer's medical man but was disabled by his own disregard of that doctor's instructions. It was held that the words "if it is thereafter proved that the workman has not been regularly attended by a qualified medical practitioner" could not apply to such a case, in other words the workman could not be regarded as having proved that he had been regularly attended by a qualified medical practitioner. On the view taken by the Court in this case, the sub section can, for all practical purposes, be read as if "another qualified medical practitioner" were substituted for "a qualified medical practitioner" in the phrase quoted above, and this is evidently the intention of the sub section.

203. THERE is a further obscurity in connection with the word "attended." This must, it is suggested, be given the same connotation as the words "medical attention," i.e., it

part of the sub section, and hence the sub section as a whole, would have no real meaning, as the mere visits of a doctor whose advice was ignored and whose treatment was not taken would not make any difference to the workman's condition. But does "attended" cover treatment which a doctor directs to be given or taken in his

accepts a doctor's personal ministrations and ignores his prescriptions and advice, there is no definite criterion, for it would be difficult, if not impossible, to say what results could be attributed to part of a doctor's treatment. But the point admits of considerable doubt †

204. WHATEVER view be taken on this point in practice the employer who offers adequate medical attention will secure adequate protection, for the workman will seldom have recourse to another qualified medical practitioner if the employer's doctor is available to him free [See section 2 (1) (i)]. If the employer does not take advantage of section 11 (6), he is liable for all the

\* Aroth v. Craig Jute Mills, *supra*

† The Calcutta decision suggests a negative answer for in that case the workman definitely undid the doctor's work by removing later the bandages he had applied.

disablement resulting from the accident, even though some of it could have been prevented by taking precautions. The workman who has not been offered medical attention is under no obligation to engage a qualified medical man, or any medical man at all, or to exercise any particular care. If the workman's failure in these respects leads to aggravation of the injuries, he can still claim compensation for all the disablement he sustains.

## CHAPTER VII

### UNCONTESTED CASES OF DISABLEMENT

205 THE procedure in respect of fatal and non fatal cases differs in so many particulars that it is convenient to deal with them separately at this stage. The present chapter is therefore confined to cases of disablement, i.e., non fatal cases, in which the employer is prepared to pay compensation.

#### Methods of Payment

206 THE lump sum payable for permanent disablement should ordinarily be paid directly to the workman, after agreement is reached as to the amount due, provided that the workman is a male over 18 years of age [Section 8(6)]. The amount due is not a matter for bargaining but for calculation, as already explained, if there is agreement upon the facts, the sum is rigidly fixed by the Act in every case. Even when a workman has agreed to accept, and has taken, a smaller sum than the amount fixed by the Act, section 17 completely protects his right to bring proceedings for the balance. Any agreement with the workman for a lump sum must be registered see paragraph 216 below.

207 THE employer has, however, the option of depositing the sum payable with the Commissioner under section 8(2). This course is not advisable unless there is a difference of opinion as to the amount due, or unless, by reason of the workman's absence or for other reasons, there is difficulty in getting him to signify his acceptance of the amount. Such deposits have to be made with Form D and a receipt has to be given by the Commissioner in Form E.

208 WHEN the injured workman is a woman or a person under a legal disability, the payment should always be made by deposit with the Commissioner and not directly to the workman, see section 8(1). Although the Act treats all persons over 15 as adults [see section 2(1)(a)] all persons under 18 are under a legal disability \*\* If payment is made to any such person or

\* The term also includes lunatics, but they are not likely to be employed as workmen.

to any woman directly, the payment is not "deemed to be a payment of compensation." In other words, the workman can apply for the payment to be made over again and the Commissioner would have to enforce such a claim. Deposits of this kind also have to be accompanied by Form D and receipts are given in Form E. Section 8 (7) gives the Commissioner a discretion to invest or otherwise to apply sums so deposited for the benefit of the payees. The restrictions on the manner of investment contained in Rule 10

cases, but see paragraph 230

209 In the case of temporary disablement, the first periodical payment is not due until the twenty third day of disablement unless the disablement comes to an end before then, when it is payable on its conclusion. Thereafter payments are due half monthly. Payments whether to a man or woman or a child can be made directly, but the employer has the option of depositing the money with the Commissioner if the total sum payable is not less than Rs 10/. In the case of women or persons under 18, section 28 requires that an agreement should be registered, even if the disablement is temporary. The Commissioner has authority, under section 8 (7), to direct the employer who is liable to make half monthly payments to a person under 18, to make them instead to parent or guardian, or to other person as he may select.

### Commutation

210 The half monthly payments due for temporary disablement may continue for five years if the disablement lasts so long. As a matter of fact, cases involving temporary disablement seldom last for more than six months, and the majority of cases are of much shorter duration than that. But where the disablement lasts for any long period the continuance of half monthly payments generally involves inconvenience to both parties. When the workman is disabled, and appears to be likely to be off work for some time, he usually wants to return to his home. This may be at some distance from his place of employment, it is frequently in another province. In such cases the despatch and receipt of small sums, twice a month, may be far from convenient. Section 7, therefore, permits the parties to commute the half monthly payments for a lump sum.

211 It is suggested that employers' and workmen's interests are both served by adopting this procedure in the majority of cases where the workman wishes to leave the vicinity. From the point of view of the employer, it is perhaps worth mentioning the fact that experience has shown that the payment of a lump sum has a remarkable effect in promoting a speedy recovery. The dishonest workman has no motive for malingering, when his claim is paid

eased "will to get well" money for the duration  
ving in office work by

getting rid of half monthly payments. From the point of view of the workman, there are equal attractions. He gets the money at once, and he is relieved from the risk of being called back once a month for a medical examination, and from the danger that the employer will stop the payments before he is really fit for work.

212 If the parties agree to commutation, they would be wise to take Rule 5 (1) as a guide to the sum to be paid. This rule is framed for the guidance of Commissioners in deciding applications for commutation, and is not obligatory upon the parties in cases of agreement. But the sum paid will in any case come under the scrutiny of the Commissioner (see paragraph 216), and he would naturally reject on the ground of inadequacy an agreement allowing a sum appreciably below the scale indicated in the Rule. Under this Rule, the first thing to do is to estimate the number of months the disahlement will probably last. This must, of course, be a guess, and in all cases of difficulty medical advice is of great assistance. The next thing is to calculate the total of the half monthly payments which would have to be made if the disahlement just lasted the period estimated and if there was no commutation. From this total one half per cent should be deducted for each month of the estimated period, and the annas and pice should then be cut off.

213 ARITHMETICALLY the formula is

$$2np \left( 1 - \frac{n}{200} \right) - k,$$

where  $n$  is the number of months the disahlement is expected to last,  $p$  is the amount of each half monthly payment and  $k$  the odd fraction of a rupee. The formula is intended, of course, to allow a reasonable discount in view of the fact that the employer is paying at once money due on account of future disahlement. For example, if a man to whom half monthly payments of

\*See Report of Departmental Committee (U.K.) 1920, paragraph 83.

Rs 8/- are due is expected to be disbursed for four months, the total payments that would be due come to Rs 64. From this 2 per cent has to be deducted, or rather more than a rupee. The redemption sum is Rs 62 after rounding.

214 If either party is unwilling to agree to commutation, there is nothing more to be done until the half monthly payments have continued for six months. The party desiring commutation can then apply\* to the Commissioner, who must follow the Rule just discussed if he agrees to order commutation. Under Rule 5 (2) he can, however, postpone a decision for a period of two months or less on the ground that he is not able to form even an approximate estimate of the time the disablement is likely to last. This might be the case where it was uncertain what developments would take place in the injuries. Further, section 30 (1) (b) suggests that it is open to him to refuse to allow commutation altogether, although the provisions of rule 5 do not contemplate such an alternative.

215 THE fact that permanent disablement is a possible development need not be a ground for postponement, nor need a workman hesitate to commute on the ground that his disablement might prove permanent. In arranging for commutation, the workman does not take a lump sum in exchange for all claims, he merely redeems "his right to receive half monthly payments" and does not surrender any rights which may later accrue to him to get compensation in the form of a lump sum. This is clear from the wording of section 7, see also the terms of Form K, appended to the rules, and intended for use in cases of this kind. Of course, if the disablement proves permanent, the employer will be entitled to deduct from the amount of compensation due the amount he has already paid in the form of half-monthly payments, and the amount he has paid in commutation.

#### Registration of Agreements

216 REFERENCE has been made to the obligation to register agreements in certain cases. Section 28 provides that agreements are to be registered where any lump sum is payable by agreement, that is in all cases of permanent disablement and in all cases of commutation. (For reasons stated later, registration is not necessary in fatal cases.) It also provides for obligatory registration in the case of all payments to women or persons under 18. The section follows British Law in certain respects.

\*Form H gives the particulars required in the application.

[cf sections 23 (1) and 25 (4) of the British Act] Its object is to ensure that in certain cases the sums which the employer agrees to pay and the workman agrees to accept come under the Commissioner's scrutiny, so that he may judge of the fairness of the agreement and protect the workman from accepting an inadequate amount

217 THE obligation to present certain agreements for registration is laid on the employer, and it would seem that he alone has the right to present a memorandum; this is an important difference from the British Law Proviso (b) to section 28 (1) referred to the presentation of memoranda by the workmen, but this was repealed in 1929, and the section now contemplates registration by the Commissioner only after the memorandum has been "sent by the employer." If the employer fails to discharge his obligation, it would seem to be open to the workman,

he could apply for the enforcement of the provisions of section 29. The simplest method, however, where a lump sum is concerned, would be to apply to the Commissioner to enforce the agreement

registration [The Act does not contemplate the registration of any agreements other than those whose registration is obligatory ]

218 THE first step towards registration is the presentation of a memorandum of agreement. This is not the same thing as a written agreement. There may be a separate written agreement but it will usually be unnecessary to prepare such an agreement \* the agreement can be oral and the memorandum can be used for recording its terms in writing. Even where there is a formal written agreement, the memorandum has to be prepared in the prescribed form for registration. The forms prescribed by Rule 44 are Forms K, L and M appended to the rules. These provide respectively for—

(1) The case where the right to receive half monthly payments is redeemed for a lump sum

\*Under Government of India, Finance Department (Central Revenues) Notification No. 2646 of 26th June 1924 agreements between employers and workmen regarding the payment of compensation are exempt from stamp duty.

- (2) The case where a lump sum is paid for permanent disablement
- (3) The case where half monthly payments are to be made to a person under a legal disability

Where a person under a legal disability is receiving a lump sum Form K or Form L should be followed as far as possible Under Rule 44, the memorandum of agreement should be presented in duplicate, one copy has to be retained by the Commissioner under Rule 48, the other is presumably intended for forwarding to the other party (if that party did not join in the application) on the analogy of Rule 23

219 THE Forms are useful as showing clearly what is involved in an agreement It has already been stated that an agreement to redeem half monthly payments for a lump sum involves no surrender of rights to compensation for permanent disablement and Form K accordingly speaks of the full settlement of every claim "in respect of all disablement of a *temporary nature*, whether now or hereafter to become manifest" Form L, which relates to permanent disablement, requires particulars of the disablement and refers to "the disablement stated above and all disablement now manifest" The workman does not surrender his rights to further compensation should more serious permanent injuries result at a later stage e.g. a workman who has received compensation for the loss of one or two fingers would not be precluded from claiming more compensation if his arm had to be amputated later Form M reserves the right of the employer and of the workman to variation in the rate of compensation, if the workman's earnings increase or diminish (see paragraph 162) Rights to commutation are also retained by both parties

220 It will be clear from the Forms that a memorandum of agreement need not be signed by both parties This is, indeed, implied in the terms of section 28 (1) The memorandum can be signed by the employer alone provided that the workman has agreed, orally or in writing to its terms But it is advisable, wherever possible to secure the signature of the workmen For there is less likelihood of a dispute later if both parties have signed Such money as is due can be paid before the memorandum is presented, if this is done, there will be even less chance of the registration being disputed, and the receipt can be taken on the memorandum A small saving in fees is also secured by getting the workman's signature.

### Procedure in Registration

221 THE Commissioner, on receiving an agreement for registration, has the option of proceeding under Rule 45 or Rule 46. The first rule is intended for those cases in which it appears, *prima facie*, that the agreement is one which ought to be registered, the second is for cases where there are *prima facie* grounds for considering that registration should be refused. In the first case a notice in Form N is issued to both parties, unless they are present and can be informed orally. As a matter of fact, the most convenient course for everyone concerned and the course frequently followed is for the employer and the workman (or their representatives) to appear together with the memorandum before the Commissioner. If the agreement appears to him to be a proper one, he can give oral notice there and then to the parties under Rule 45 (1). Formal registration can then be effected seven days later [as required by proviso (a) to section 28 (1)] in the absence of the parties.

222 On receiving a notice in Form N, neither party need appear or take any further action, unless the case is one which presents peculiar difficulty, or unless they desire to offer any objection to registration, or have reason to apprehend objections from the opposite party. If no objections are made the Commissioner will then record the memorandum in the manner prescribed by Rule 48, unless he has in the interval found some reason for not doing so. If he refuses to record the memorandum after issue of a notice in Form N, he must inform the parties present and he must also send information in Form O to any party desiring to record the memorandum, if any such party is absent. If he desires further information from any party before giving a decision he can of course, call for it, and this might be the best procedure where he has been given reason to change his mind in the interval.

223 WHERE there are *prima facie* grounds for refusing to record the memorandum, notices will be issued in Form P or Form Q. The former is to be sent to parties applying to register and the latter to a party not joining in the application but the Commissioner is not compelled to issue a notice to a party who has not applied for registration and if the agreement is on the face of it, entirely unsuitable he will presumably call only on the one party in the first instance. The parties to whom notice has been given have then the opportunity of showing why the agreement should be registered, and if they convince the Commissioner he can go on to registration provided that all the parties have had a notice. Otherwise, he must then proceed as laid down in Rule 45.

### Refusal to record memorandum

224 THE Commissioner, on receiving an application to register an agreement, is empowered by proviso (d) to section 28 (1) to refuse to register it if he considers that—

- (a) the agreement ought not to be registered by reason of the inadequacy of the sum or amount, or
- (b) the agreement has been obtained by fraud or undue influence or other improper means

Moreover it is his duty to satisfy himself whether objection is taken by the parties or not, that the agreement is not open to objection on at least the first of these grounds. Ordinarily, he will not be in a position to question an agreement on the second ground unless his attention is called to some impropriety by one of the parties, but he has to be satisfied that the agreement is genuine and, if both parties are present, can take the opportunity of ascertaining that both parties have voluntarily agreed to the terms. It would appear from the wording of section 28 (1) that he cannot decline to register the agreement on other grounds. Thus he could not refuse registration on the ground of a change in the workman's condition since the agreement was reached, unless that change had made the agreed amount inadequate.

225 THE adequacy of the lump sum or half monthly amounts payable under the agreement has to be judged by comparison with the sum or amounts that would be recoverable on application to the Commissioner. In cases where the agreement is one for commutation the Commissioner has a general guide to the adequacy of the amount in Rule 5. This rule does not refer to commutation by agreement, but to commutation in cases of disagreement and agreements can be recorded for sums differing from that reached by this rule provided the Commissioner considers that they are reasonably adequate. He must however, in such cases record his own estimate of the probable duration of the disablement under Rule 47 (3).

226 IN the case of other agreements, the Commissioner has to be guided by his estimate of the compensation payable, but it is suggested that he should not refuse registration merely because there is a trifling difference between the results of his own calculation and the amount entered in the memorandum. Where the difference is an appreciable sum it is his duty to refuse. The use of the words "ought not to be registered" and "may refuse" implies that the Commissioner has a certain amount of discretion in the matter. This discretion can also be exercised where undue

influence, etc., is proved. The Commissioner can in such cases go on to record the memorandum if he is satisfied that the effects of any impropriety have been removed and that the agreement is a fair one. In every case of refusal, the Commissioner must record his reasons under Rule 47(1).

227 WHEN the Commissioner refuses to record a memorandum, he has authority, in the words of proviso (d) to section 28 (1), to 'make such order, including an order as to any sum already paid under the agreement, as he thinks just in the circumstances.' This is a very wide power and it is apparently intended mainly to enable orders to be passed for the payment of the correct amount of compensation. Thus the Commissioner can if the amount paid or agreed upon is inadequate, direct the employer to pay the balance but before passing such an order he must in accordance with Rule 47(2) give the employer the opportunity of showing cause against the order. It is suggested that, in cases of inadequacy, it is better for both parties that the Commissioner should pass orders. If he merely refuses registration, the workman may be compelled to file a claim and he may have to return from his home for the purpose. Moreover, the employer is left in the air—he has to get into touch with the workman again and endeavour to draw up a fresh agreement. The passing of orders by the Commissioner lets the parties know exactly where they stand, the employer is relieved from applying for registration again and the workman has a definite order for the payment of his full compensation.

#### Penalty for Failure to send Memorandum

228 SECTION 29 provides a penalty which may be a heavy one in some cases for failure on the part of an employer to send a memorandum of agreement where he is obliged by section 28 to send such a memorandum. The section is in some respects a little obscure. It begins by stating that where the employer fails to fulfil the obligation he shall be liable to pay the full amount of compensation. This by itself does not seem to add anything to the employer's liability. But the section goes on to say that notwithstanding the proviso to section 4(1), the employer shall not, unless the Commissioner otherwise directs be entitled to deduct more than half of any amount paid to the workman by way of compensation whether under the agreement or otherwise. The proviso in question\* relates to payments made

\*The reference is evidently to part (a) of the proviso

prior to the payment of compensation ; e , in the case of temporary disahlement it enables the employer to deduct sums allowed to the workman before the first half monthly payment and in the case of permanent disahlement it allows him to deduct such sums and any half monthly or other payments

229 IT is clear, therefore, that in the cases of payments which can be deducted under the proviso, the effect is to deprive the employer of the right to deduct one half of such disbursements, or in other words to render him liable to make one half of such disbursements twice over Thus, for example, if an employer is liable to pay a lump sum of Rs 1,008 for permanent total disahlement and he has previously paid the workman Rs 324 when the disahlement was believed to be partial, the workman can now recover Rs 946, making Rs 1,170 in all, and the employer has lost Rs 162 Similarly, if he has induced the workman to accept Rs 500 in place of the Rs 1,008 due, and fails to apply for registration, he may have to pay a further sum of Rs 758 and so lose Rs 250

230 WHAT is not so clear is the effect on payments to which the proviso to section 4 (1) does not apply For exampls, if an employer has made half monthly payments to a woman by agreement, and has not filed a memorandum, is he liable to pay half of these amounts over again if the woman files an application for them? This would seem to be the intention of the section, as on any other view the words ' shall be liable to pay the full amount of compensation which he is liable to pay under the provisions of this Act' would be otiose It is suggested, then that the section  
~~should be read as soon as it is sent~~  
 all cases where the employer is  
 and fails to do so, he cannot  
 'he Act more than half the sums

paid directly to the workman The Commissioner can remit part or all of this penalty, but it is clear that he is not intended to do so unless sufficient cause is shown for so doing The law contemplates the exaction of the penalty in the ordinary case, and its remission only in special cases

231 THE second obscurity in section 29 relates to its effect on payments made prior to the sending of the memorandum Section 28 does not prescribe any time within which a memorandum must be presented, and payments may have been made (a) before any agreement is concluded and (b) after agreement is reached and before the memorandum is sent The concluding words of section 29 show that the penalty applies in respect of payments made

"under the agreement or otherwise" i.e., it includes all payments to the workman. Can the employer evade the penalty at any stage by presenting a memorandum? If he can, the whole section is rendered virtually meaningless, and some other interpretation should therefore be sought. It is suggested that the words "liable to pay the full amount" must be read as having in view the possibility of a claim by the workman, and that when such a claim is filed, it is no longer possible to avoid the penalty by sending a memorandum. But such an application cannot be filed unless there is some question in dispute whether the parties have failed to settle by agreement, see section 22 (I) and paragraph 6 of Form F. Consequently the workman who wishes to claim more compensation than has been agreed upon must first approach the employer again, and the employer could probably take the opportunity then of seeking registration. It is a little doubtful, therefore, if section 29 can be used effectively against an employer who induces a workman to accept less than his rights. The main force of the provisions relating to registration of agreements lies in the fact that no agreement gives the employer protection against a subsequent claim for more compensation unless it is registered.

232 It should be noticed that in any case no penalty can be incurred under section 29 by an employer who pays nothing directly to the workman. The latter part of the section with its reference to "any amount paid to the workman" does not cover any amount deposited with the Commissioner. So far as liability to penalty is concerned, therefore the deposit of compensation has the same effect as the presentation of a memorandum. But the mere deposit of the money does not protect the employer against further claims by the workman on the ground that no agreement was reached and the sum is inadequate.

#### Effect of Registering Agreement

233 THE Act nowhere explicitly sets out the full consequences of the registration of a memorandum of agreement. Section 28, which is discussed below, provides that certain agreements which would otherwise be invalid shall be enforceable if they are registered and implies that other agreements are enforceable whether they are registered or not. This is made clearer by section 31 which gives the Commissioner power to recover sums payable under an agreement a power normally to be exercised on the application of a party. If however the claim for recovery were based on an agreement which was required to be

prior to the payment of compensation, i.e., in the case of temporary disablement it enables the employer to deduct sums allowed to the workman before the first half monthly payment and in the case of permanent disablement it allows him to deduct such sums and any half monthly or other payments.

229 IT IS CLEAR, therefore, that in the cases of payments which can be deducted under the proviso, the effect is to deprive the employer of the right to deduct one half of such disbursements, or in other words to render him liable to make one half of such disbursements twice over. Thus, for example, if an employer is liable to pay a lump sum of Rs 1,008 for permanent total disablement and he has previously paid the workman Rs 324 when the disablement was believed to be partial, the workman can now recover Rs 946, making Rs 1,170 in all, and the employer has lost Rs 162. Similarly, if he has induced the workman to accept Rs 500 in place of the Rs 1,008 due, and fails to apply for registration, he may have to pay a further sum of Rs 758 and so lose Rs 250.

230 WHAT IS NOT SO CLEAR is the effect on payments to which the proviso to section 4 (1) does not apply. For example, if an employer has made half monthly payments to a woman by agreement, and has not filed a memorandum, is he liable to pay half of these amounts over again if the woman files an application for them? This would seem to be the intention of the section, as on any other view the words "shall he liable to pay the full amount of compensation which he is liable to pay under the provisions of this Act" would be otiose. It is suggested, then, that the section should be read as meaning that in all cases where the employer is obliged to register an agreement and fails to do so, he cannot set against his full liability under the Act more than half the sums paid directly to the workman. The Commissioner can remit part or all of this penalty, but it is clear that he is not intended to do so unless sufficient cause is shown for so doing. The law contemplates the exactation of the penalty in the ordinary case, and its remission only in special cases.

231 THE SECOND OBSCURITY in section 29 relates to its effect on payments made prior to the sending of the memorandum. Section 28 does not prescribe any time within which a memorandum must be presented, and payments may have been made (a) before any agreement is concluded and (b) after agreement is reached and before the memorandum is sent. The concluding words of section 29 show that the penalty applies in respect of payments made

"under the agreement or otherwise" i.e., it includes all payments to the workman. Can the employer evade the penalty at any stage by presenting a memorandum? If he can, the whole section is rendered virtually meaningless, and some other interpretation should therefore be sought. It is suggested that the words "liable to pay the full amount" must be read as having in view the possibility of a claim by the workman, and that when such a claim is filed, it is no longer possible to avoid the penalty by sending a memorandum. But such an application cannot be filed unless there is some question in dispute which the parties have failed to settle by agreement, see section 22 (I) and paragraph 6 of Form F. Consequently the workman who wishes to claim more compensation than has been agreed upon must first approach the employer again, and the employer could probably take the opportunity then of seeking registration. It is a little doubtful, therefore, if section 29 can be used effectively against an employer who induces a workman to accept less than his rights. The main force of the provisions relating to registration of agreements lies in the fact that no agreement gives the employer protection against a subsequent claim for more compensation unless it is registered.

232 It should be noticed that in any case no penalty can be incurred under section 29 by an employer who pays nothing directly to the workman. The latter part of the section with its reference to 'any amount paid to the workman' does not cover any amount deposited with the Commissioner. So far as liability to penalty is concerned, therefore the deposit of compensation has the same effect as the presentation of a memorandum. But the mere deposit of the money does not protect the employer against further claims by the workman on the ground that no agreement was reached and the sum is inadequate.

#### **Effect of Registering Agreement**

233 THE Act nowhere explicitly sets out the full consequences of the registration of a memorandum of agreement. Section 28, which is discussed below, provides that certain agreements which would otherwise be invalid shall be enforceable if they are registered and implies that other agreements are enforceable whether they are registered or not. This is made clearer by section 31 which gives the Commissioner power to recover sums payable under an agreement a power normally to be exercised on the application of a party. If however the claim for recovery were based on an agreement which was required to be

prior to the payment of compensation, i.e., in the case of temporary disablement it enables the employer to deduct sums allowed to the workman before the first half monthly payment and in the case of permanent disablement it allows him to deduct such sums and any half monthly or other payments

229 It is clear, therefore, that in the cases of payments which can be deducted under the proviso, the effect is to deprive the employer of the right to deduct one half of such disbursements, or in other words to render him liable to make one half of such disbursements twice over. Thus, for example, if an employer is liable to pay a lump sum of Rs 1,008 for permanent total disablement and he has previously paid the workman Rs 324 when the disablement was believed to be partial, the workman can now recover Rs 946, making Rs 1,170 in all, and the employer has lost Rs 162. Similarly, if he has induced the workman to accept Rs 500 in place of the Rs 1,008 due, and fails to apply for registration, he may have to pay a further sum of Rs 758 and so lose Rs 250.

230 WHAT is not so clear is the effect on payments to which the proviso to section 4 (1) does not apply. For example, if an employer has made half monthly payments to a woman by agreement, and has not filed a memorandum, is he liable to pay half of these amounts over again if the woman files an application for them? This would seem to be the intention of the section, as on any other view the words "shall he liable to pay the full amount of compensation which he is liable to pay under the provisions of this Act" would be otiose. It is suggested, then that the section  
~~shall be read as ——————~~  
 in all cases where the employer is  
 it and fails to do so, he cannot  
 the Act more than half the sums

The Commissioner can remit part or all of this penalty, but it is clear that he is not intended to do so unless sufficient cause is shown for so doing. The law contemplates the exaction of the penalty in the ordinary case, and its remission only in special cases.

231 THE second obscurity in section 29 relates to its effect on payments made prior to the sending of the memorandum. Section 28 does not prescribe any time within which a memorandum must be presented, and payments may have been made (a) before any agreement is concluded and (b) after agreement is reached and before the memorandum is sent. The concluding words of section 29 show that the penalty applies in respect of payments made

"under the agreement or otherwise" i.e., it includes all payments to the workman. Can the employer evade the penalty at any stage by presenting a memorandum? If he can, the whole section is rendered virtually meaningless, and some other interpretation should therefore be sought. It is suggested that the words "liable to pay the full amount" must be read as having in view the possibility of a claim by the workman, and that when such a claim is filed, it is no longer possible to avoid the penalty by sending a memorandum. But such an application cannot be filed unless there is some question in dispute which the parties have failed to settle by agreement, see section 22 (I) and paragraph 6 of Form F. Consequently the workman who wishes to claim more compensation than has been agreed upon must first approach the employer again and the employer could probably take the opportunity then of seeking registration. It is a little doubtful, therefore, if section 29 can be used effectively against an employer who induces a workman to accept less than his rights. The main force of the provisions relating to registration of agreements lies in the fact that no agreement gives the employer protection against a subsequent claim for more compensation unless it is registered.

232 It should be noticed that in any case no penalty can be incurred under section 29 by an employer who pays nothing directly to the workman. The latter part of the section with its reference to "any amount paid to the workman" does not cover any amount deposited with the Commissioner. So far as liability to penalty is concerned therefore the deposit of compensation has the same effect as the presentation of a memorandum. But the mere deposit of the money does not protect the employer against further claims by the workman on the ground that no agreement was reached and the sum is inadequate.

#### **Effect of Registering Agreement**

233 THE Act nowhere explicitly sets out the full consequences of the registration of a memorandum of agreement. Section 28, which is discussed below, provides that certain agreements which would otherwise be invalid shall be enforceable if they are registered and implies that other agreements are enforceable whether they are registered or not. This is made clearer by section 31 which gives the Commissioner power to recover sums payable under an agreement a power normally to be exercised on the application of a party. If however the claim for recovery were based on an agreement which was required to be

registered under section 28 and had not been so registered, the Commissioner would not enforce the agreement without applying the provisions of section 29. Further, section 22 (1) precludes the workman from making a claim for the settlement of the amount of compensation due unless the parties have been unable to agree on the amount, but if an agreement had been registered after notice to the parties and scrutiny, the Commissioner would naturally refuse to allow a settled question to be reopened on account of a subsequent dispute, save in the most exceptional circumstances such as proved fraud. It should be noted, moreover, that under the second proviso to section 30 (1) no appeal lies where the Commissioner gives effect to an agreement. Thus the ordinary effects of registration are—

- (1) to make the agreement enforceable by the Commissioner;
- (2) to give the employer complete security against a further claim under section 29, and
- (3) to protect both parties against the re-opening of the settlement reached.

234 SECTION 28(2) contains a special provision preventing persons from using the provisions of the Indian Contract Act, 1872 or any other law, to render duly registered agreements invalid. This is designed especially to meet the case of workmen under 18. But for this provision agreements with such persons might be declared invalid under section 11 of the Contract Act (IX of 1872). That section is designed to protect persons who may not be capable of protecting their own interests from bargaining away their rights. Here such persons are placed under the protection of the Commissioner who is responsible for seeing that the workman is not defrauded, and who will naturally exercise special care where young persons are concerned. Section 32 (2) (f) and Rule 42 clearly contemplate that all persons who are not minors and who are physically and mentally able to make an appearance should conduct proceedings on their own behalf, and a minor is a person under the age of 15.

## CHAPTER VIII

### DISPUTED CASES OF DISABILITY

#### The Commissioner

235 THE discussion has hitherto been confined mainly to an exposition of the law and to an explanation of the procedure where the parties are in agreement. But disputed cases are inevitable and their settlement is the business of the Commissioners appointed by the local Government under section 20 (1). In the appointment of special officers employing special procedure and receiving considerable extra-judicial powers, the Act follows American rather than English models. The aim in view is prompt justice, to be secured by prescribing a simpler procedure than that incumbent on Civil Courts and by giving a wider liberty to the Commissioner than Civil Judges enjoy.

236 THE Commissioner is not, in the strict sense, a Civil Court except in section 23, which confers on him some of the powers of a Civil Court and provides that for one special purpose he shall be deemed to be a Civil Court, the Act never refers to him as a Court. Section 22 (1) begins with the words "No Civil Court," and does not say "No other Civil Court" as it would if the Commissioner were regarded as a Civil Court. While he is a judicial officer and while he must, at some stages, act strictly as such, the rules clearly contemplate his acting in the capacity of a friend and adviser of the parties. In introducing the Workmen's Compensation Bill, Mr (now Sir) Charles Innes said, "we hope that these tribunals" (*i.e.*, the Commissioners) "will not only settle disputes but will prevent them," and the efficient Commissioner is obviously intended to direct his energies to settlement by agreement whenever that is possible. Normally, of course, settlement is easiest before a formal claim is made, and the Commissioner's advice is generally available to any party anxious to fulfil the law and to avoid a dispute. But even after a claim has been filed, such powers as those conferred in Rule 34, which departs widely from the ordinary civil procedure, can be used to bring the parties to a common point of view.

237 THE Government of India in a published letter\* relating to the appointment of Commissioners, expressed the following views — "Under the Act, the Commissioner has been invested, in some instances with wide discretionary powers He will have complete discretion, for instance, in regard to the distribution of compensation among dependants (section 8) He has power to refuse acceptance of agreements (section 28) and such provisions as those contained in section 6 and section 11 (4) require the exercise of judgment in matters in which the law itself will give him little assistance The intention of the Act is that the Commissioner should not content himself merely with the decision of such disputes as come before him in his judicial capacity He should take a part in preventing the occurrence of disputes and should be generally responsible for the protection of the rights of the parties When a dispute occurs it will be frequently desirable that he should visit the place of occurrence and settle the matter on the spot "

#### The Application for Compensation

238 If the employer refuses to pay any compensation or is unwilling to pay the full amount of the compensation claimed, the workman must proceed under section 22 This section governs all applications to the Commissioner for the settlement of disputes An application cannot be filed in cases of disablement until an attempt has been made to reach agreement out of court, and every such application must contain a statement of the points on which agreement has been reached, and the points on which the parties cannot agree [Section 22 (2) (d)] In the case of a claim for compensation, if the employer refuses to pay or declines to reply to the workman's requests, the workman's duty of endeavouring to settle the claim by agreement is discharged and he can go to the Commissioners and file an application in the manner prescribed in Rule 19. The application should be on the lines given in Form F It can be presented to the Commissioner or his authorised subordinate, or sent by registered post An illiterate workman or a workman who for any other adequate reason is unable to furnish a written application can have his application prepared under the direction of the Commissioner [Section 22 (3)] It is, of course open to the workman to have his application prepared by a legal practitioner or by any private person

\*Letter from the Secretary Department of Industries and Labour, No L859 of 4th July 1923

239 IT IS worth observing that section 22 covers applications by the employer, and makes it possible for employer, when he has declined to agree to pay compensation to apply to the Commissioner for a decision that he is not liable to pay. Naturally the employer will ordinarily wait for a workman to institute proceedings, but the power to start proceedings himself affords a safeguard against the danger of claim being delayed to a time when the employer may find more difficult to repel. Where the view taken by the Calcutta High Court of the meaning of "claim" prevails (this is discussed in paragraphs 242-3), the protection that this possibility offers may be useful in a number of cases.

240 THE rules governing procedure are supplemented by certain provisions of the Civil Procedure Code, which the Commissioner is ordinarily required to apply although he has discretion to depart from them, if the interests of the parties are not prejudiced by his so doing (Rule 38). If the application is based on a document *viz.*, an agreement to pay compensation in the claimant's possession, he must produce it with the application, and must specify in writing at the same time other documents he proposes to produce in evidence (Order VII, rule 14). All documents not previously produced, on which either party relies must be produced at the first hearing (Order XIII, rule 1) and documents not mentioned and produced at a proper time will ordinarily not be receivable in evidence (Order VII, rule 18 and Order XIII, rule 2).

241 THE Commissioner can reject the application at once, on examining it he is satisfied that it discloses no cause of action. Similarly, the application can be rejected if it is insufficiently stamped and the applicant fails to rectify omission on being given the opportunity to do so. Rejecting on either of these grounds will not preclude a fresh application in proper form and time. (Order VII, rule 13.) An application to be rejected if the requirements of section 10 (1) are not satisfied in respect of notice, or if it is not made within the time prescribed, unless the Commissioner decides to condone the failure.

#### Limitation of Claims

242 THE ordinary period for the limitation of a claim for the recovery of compensation in cases of disablement is fixed by section 10 (1) at six months from the date of the accident. Unfortunately there is an ambiguity regarding the meaning of the words "the claim has been instituted" in this subsection.

The Calcutta High Court has ruled\* that the period of six months allowed for the claim to be instituted relates to the claim for compensation made by the workman against his employer and has no reference to the period within which an application for the settlement of the matter can be made. It follows on this view that the workman should approach the employer with his claim within the period specified, and if he does so, there is no limit to the time within which he can approach the Commissioner. On the other hand, the Bombay High Court, although they have not had this issue expressly before them, have treated the period as referring to the time within which application must be made to the Commissioner †.

243 THE Calcutta High Court's decision rests on two main grounds viz —

- (1) THE words 'Claim for compensation' have been held in England‡ to refer to the claim made from the employer the Legislature presumably intended that this meaning should be followed, and the use in section 10 (1) of the word 'instituted' where the British Act has 'made' is an "unfortunate substitution" with no real force.
- (2) Section 22 distinguishes between an "application for the settlement of any matter by the Commissioner" . . . . .

The point . . . . . but, as the issue has not been directly raised in Bombay, it is not possible to give grounds, which have judicial authority behind them in support of the view taken there. The writer would, however, with due respect, suggest that, if the question arises in some other province, the following considerations may be regarded as warranting a preference for the view of the Bombay High Court i.e., for regarding the claim as being instituted when it is filed before the Commissioner.

(1) THE last proviso to section 10 (1) speaks of the Commissioner having power to "admit and decide any claim". No such words as "admit" or "decide" are used with reference

to "claim" in the British Act, and the proviso seems to treat the claim as equivalent to the application to the Commissioner. If a distinction was intended it would be natural to use the word "application" here instead of "claim." See also section 30 (1) (a) which speaks of "disallowing a claim."

(2) Section 22 (2) (b) requires the applicant to give the date of notice, but he is nowhere required to give the date of application to the employer which if this is the time of instituting the claim, is required to enable the Commissioner to decide on the admissibility of the case.

(3) A distinction can be drawn between an "application for the settlement of any matter" and a "claim for compensation against an employer" in section 22 without interpreting "claim" as meaning a claim preferred to the employer. The first term would include for example an application by the employer for review, for commutation for settlement of the dispute, etc., the second does not. The distinction between "proceedings for the recovery of compensation" and "claim for compensation" in section 10 (1) is not so easy to draw but the former term may be regarded as including subsequent proceedings, e.g. an application for action under section 31 and the latter as referring only to the original claim.

(4) The use (once in the main part of the sub-section and twice in the last proviso) of the rather technical word "instituted" seems to point to legal proceedings. The Legislature may have intended by the change to avoid the British interpretation of "claim."

It may be added that the second proviso to section 10 (1) has been inserted since the cause that formed the subject of the Calcutta decision arose. It does not help materially to resolve the doubt, for while by using the word "made" instead of "instituted" it tends to weaken the force of the last argument, by speaking of "the claim is made" instead of "was made" it appears to identify the claim with the application to the Commissioner.

#### Condonation by the Commissioner

214 THE last proviso to section 10(1) gives the Commissioner power to condone a failure to comply with the requirements of that sub-section if he is satisfied that the failure is due to sufficient cause. The words "in due time" apply alike to the giving of notice and the institution of the claim. Otherwise there would have been no comma after "instituted." Further,

\**Jatichand Somchand v. Vithal Bajrao*, LVI Bom., 150

"if no notice at all has been given, then notice has not ... been given in due time within the meaning of the proviso"\*\* Thus the proviso applies to cases where the noticee has been given late and to cases where it has not been given. Cf section 22 (1) (b) which refers to both types of case. Cases where there has been a material defect in the notice can be regarded as cases where no notice has been served. The proviso also applied to cases where the claim has not been made in proper time.

245 WHAT the workman has to explain to the Commissioner if he wishes him to exercise his power under the proviso is the "failure so to give the notice or institute the claim," and the word "so" refers to the giving of the notice or the institution of the claim in due time. In the case of the institution of a claim for disablement "due time as provided in this sub section" means six months after the accident and in consequence the Bomhay High Court has held† that if the workman gives a satisfactory explanation to cover his inactivity during the first six months any subsequent delay is immaterial. It appeared to follow from this decision which is based on a decision‡ of the Court of Appeal in England, that once the Commissioner is satisfied that there was sufficient cause for failing to institute a claim in the first six months, he should excuse any further delay however long it is and whatever the reason for it.

246 BUT having regard to subsequent changes in the Act, before this conclusion can now be drawn, there is a further important question to be considered, viz., the extent of the discretion allowed to the Commissioner under the last proviso to section 10 (1). It might appear at first sight that all that the workman has to do to secure the exercise of the Commissioner's powers is to show that his failure in respect of giving notice or filing a claim was due to sufficient cause. But this would only

\*Per Marten, C J, in Fibre Aloes Factory, Powai v Jaffer Rasool, cited and approved in Jaichand v Vithal Bajirao, *supra*.

†Hogan v Gafoor Ramzan, LVIII Bom 128.

be true if the words "shall admit" were substituted for "may admit" in the proviso. But to read "may" as equivalent to "shall" here is illegitimate, for two reasons. There is first the general ground that "may" should not be treated as equivalent to "shall" unless there are fairly compelling reasons for so doing. In the second place, there is a strong argument in the section as it now stands for the view that even when sufficient cause is proved, the Commissioner retains some discretion in the matter.\* On the one hand, the second proviso says that on proof of certain facts, the want or defect in a notice "shall not be a bar to the maintenance of proceedings." On the other hand the third proviso says that if certain facts are proved the Commissioner may admit

the claim. This big difference in wording becomes entirely meaningless if the Commissioner is bound to admit the claim when sufficient cause is proved, for then these two very different phrases have precisely the same effect. It must be assumed therefore, that the Legislature intended two different things.

247 THIS is confirmed if a reference is made to the corresponding British provisions. The similar section in the British Act† has two provisos corresponding to part (b) of the second Indian proviso and to the third proviso. In each case it provides in identical language for the removal of the bar to proceedings. If the employer's knowledge of the accident is proved, "the want of or any defect or inaccuracy in such notice shall not be a bar to the maintenance of proceedings," and if the failure is proved to be due to reasonable cause, "the failure

shall not be a bar to the maintenance of proceedings." The Indian Act follows the British one in one case and abandons it in the other, and it is essential to attach a meaning to the difference.

248 THE obvious and indeed the only meaning that can be attached to it is that the Commissioner has no discretion in the first case, and that he has some discretion in the other. In other words, unless the workman can produce a sufficient excuse for his failure, no question of waiving the failure can arise, but proof of sufficient cause does not in itself compel the Commissioner to admit the claim if there are good reasons for

\*The judgments in *Ilogan v. Galoor Ramzan* *supra* appear to support the opposite view. But the argument here given was not then possible as the second proviso has been added to the Act since that case was decided. So long as the third proviso stood alone it was possible to hold that the intention was that sufficient cause should always secure the admission of the claim.

†Section 14

refusing to do so. In the exercise of his discretion, it is suggested that the Commissioner should be guided by considerations of equity. It is noteworthy that the second proviso unlike the corresponding British provision, does not refer to the case where the employer is not prejudiced, and it is reasonable that the Commissioner should have regard on the one hand to the extent to which the employer will be prejudiced by his waiving the requirements in respect of notice or claim. Thus if a claim is

notice at the facts, this to exercise

his discretion

#### "Sufficient Cause"

proviso, some observations on "sufficient cause." Whether a question of law, like this, there is a

strong temptation to look for guidance to the British decisions on the similar provision in the British Act, and these are numerous. But perhaps the best dictum that can be extracted from them is that of Lord Macmillan in a leading case on this subject —

"The decided cases on the subject . . . furnish an unhappy instance of history teaching by examples, for the only lesson which they impart is that no one case can govern any other and that each case depends upon its own circumstances' †

Moreover, the words "sufficient cause" do not appear in the British Act which speaks of "other reasonable cause," after citing "mistake" and "absence from the United Kingdom" as two examples of what constitute reasonable causes.

250 Going back then to the words themselves the main question which they raise is "sufficient for what?" "Sufficient" clearly cannot mean 'sufficient to cause this particular workman's failure to act in due time' for the facts of the failure show that the cause however unworthy was sufficient for that. Nor

can it mean "sufficient to warrant the Commissioner in using his discretion" \* as the Commissioner's discretion has to be exercised after taking into consideration other factors as well as the cause of failure, and sufficient must be connected with failure it is the failure that has to be due to sufficient cause The correct interpretation would seem to be 'sufficient in normal circumstances to produce a failure,' or in other words, 'sufficient to produce failure on the part of a normal workman exercising reasonable care' If this view is accepted there is probably no very substantial difference between the words "reasonable cause" in the British Act and 'sufficient cause' in the Indian Act

251 THE question of what constitutes sufficient cause must, as has been suggested above depend on the facts in each particular case and any attempt to formulate general rules would be misleading A few instances may however be given of types of cases in which there is and is not "sufficient cause" On the one hand, the illiteracy of the workman or his ignorance of the law would not constitute sufficient cause † The Legislature must have been aware that the majority of Indian workmen are

illiterate and that they do not understand the law. In such cases the employer will not be liable for compensation if he can prove that the workman was ignorant of the law and that he did not know that he was doing something wrong. The employer will also be liable if he knew or ought to have known that the workman was ignorant of the law and that he did not take steps to correct this ignorance. The employer will also be liable if he knew or ought to have known that the workman was ignorant of the law and that he did not take steps to correct this ignorance.

252 ON the other hand ignorance on questions of fact may frequently be sufficient to lead the workman to suppose that he will never need to make a claim and in such cases there will normally be sufficient cause An example is afforded by the case where the injuries are originally extremely trivial Workmen in certain industries frequently sustain slight cuts or scratches and it is possible for any small injury of this kind to lead to serious results But workmen cannot reasonably be expected to give notice on every occasion when such injuries are sustained

\*This interpretation is mentioned here as certain observations in Jaichand

In a Bomhay case\* a workman had a finger nail removed and went on working, he developed tetanus on the ninth day following the accident and died on the tenth day. The High Court held that there was sufficient cause for failure to give notice. In all such cases there is a possibility that if notice had been given at once, the employer could have prevented the injury from becoming serious but where a workman has no reason to believe that he will ever be in a position to claim compensation, this would be sufficient in normal circumstances to prevent a workman from giving notice. *A fortiori*, where during the first six months

months have elapsed. Or again the employer may lead the workman to suppose that a claim will be unnecessary by making payments to him for the first six months †

#### Procedure on Admission of Claims

253 WHEN the application has been admitted, the Commissioner can, and normally will, examine the applicant on oath, or arrange for that examination. The examination on oath can be made by the Commissioner himself, or by any officer designated by the local Government to whom the Commissioner may send the application. That officer can, if necessary, be authorized to examine the applicant's witnesses at the same time. Where the Commissioner's jurisdiction covers a very large area, and an application is sent in from some distance by post the latter course saves unnecessary trouble to the applicant, more especially if the claim is one that is likely to be rejected summarily. The Commissioner has then to consider the claim and the result of the examination, and it is open to him to dismiss the application at this stage under Rule 21. For example if it is clear from the facts before the Commissioner that the applicant for compensation is not a workman, or that the accident did not arise out of his employment, the claim can be summarily dismissed.

254 IF the claim is not dismissed summarily, the Commissioner has two alternatives open to him. He may, under Rule 22, call upon the applicant to produce evidence in support of the application before he calls upon any other party.

\*Halomabi v. A. B. Cursetjee & Sons, *supra*. In this case Shotts Iron Company v. Fordyce XXIII B. W. C. 73, was followed.

†Cf Colaba Land Mill Company v. Yesoo Baloo Satar, *supra*.

or he may at once call upon the opposite party to answer the claim. The former procedure can only be adopted after reasons have been recorded and the latter procedure should be regarded as more normal and is the procedure followed in most cases. The object should always be the convenience of the parties. If the case appears to be a weak one which if certain points of doubt could be cleared up would require to be dismissed it may be advisable to proceed under Rule 22. But if the case is not likely to prove inadequate such a procedure adds considerably to the inconvenience sustained by the applicant.

#### Summary Inquiry and Local Inspection

255 THERE is however another course of action open to the Commissioner not merely at this stage but at any earlier or later stage. That is to proceed under Rule 34 which can be used in some cases to end the dispute and save considerable delay and inconvenience. This rule enables the Commissioner to hold an inquiry into the case of an essentially non judicial kind. He can at a local inspection or at any other time make inquiries from anyone likely to know the facts without recording evidence or administering an oath to any person. Thus he can on the presentation of a claim by a workman go to the factory or other place where the workman was injured or to the employer's office hold a summary inquiry and advise the parties as to the merits of the case with a view to bringing them to an agreement. If he succeeds the agreement can be drawn up signed and presented for registration then and there and the parties are much more likely to agree on the facts at any rate if they are approached informally in this manner and if they are surrounded by eye witnesses of the accident. The Commissioner can have any statements made at such an inquiry reduced to writing and if the parties reach agreement he can under Rule 34 (6) use such statements to justify his acceptance of the agreement. If the parties reach an agreement which he considers he should not accept he can reject it on the strength of these statements.

256 If on the other hand the parties do not come to an agreement the inquiry may yet have been of some assistance. It may for example result in the parties modifying their claims so as to leave fewer questions at issue. But it is important to note that if the case then goes on, the Commissioner must proceed to decide the outstanding points in a strictly judicial manner. He must not base his findings on the statements made during

his inquiry, these are not evidence, and his decision must be based on the evidence. The statements, if they have been reduced to writing can be used, however, for the purpose of examining and cross examining those making them, if they contradict them in giving evidence. Further, the statements may be useful to the Commissioner in assisting him to elicit facts in evidence. For example, he may find that a witness is omitting to mention an important point contained in a statement and he can then ask the witness for the facts on that point. Or the inquiry may point to a witness who, from the statements, appears to be fully conversant with the facts, but whom the parties have not summoned. The Commissioner can then summon the witness himself.

**257 THE SUMMARY INQUIRY** contemplated by Rule 34 should not be confused with a local inspection (for which provision is made in Rules 32 and 33) although the two can take place at the same time. A local inspection is intended to enable the Commissioner to examine on the spot the circumstances in which the accident took place. For example, he may require, in order to understand the case to see a machine, or, in view of a claim that the workman was debarred from compensation by an exception, to examine the safety appliances provided. Where the Commissioner intends to make a local inspection, he must normally give the parties notice, and he must embody in a memorandum the facts which he has observed.

#### Appearance of Parties

**258** If the case is not summarily dismissed under Rule 21 or Rule 22, the next step is the summoning of the opposite party i.e., the employer in the ordinary case. He may be called upon to produce his evidence at the same time. Rules 9 to 30 of Order V of the Civil Procedure Code govern the service of summons on the opposite party. They regulate the manner in which a summons has to be served in the ordinary case, and contain a number of special directions for service in particular cases such as service on Government servants, railway servants, soldiers etc. The summoning and attendance of witnesses forms the subject of Order XVI. This Order, in addition to prescribing the manner of service of summons (which is similar to that prescribed for the service of summons on the opposite party), regulates the payment of witnesses' expenses, and enables the Commissioner to deal suitably with witnesses who fail to answer a summons. The Commissioner is further empowered to call

witnesses of his own motion, and to call upon the parties to give evidence, in the event of a party declining to do so when required, a decision may be summarily given against him in the case. As a matter of fact most of the powers which appear to be conferred on the Commissioner by this Order are his, apart from it, under section 23 of the Workmen's Compensation Act

259 THE employer when he is called upon to meet the claim under Rule 23 receives at the same time one of the copies of the application which the workman has filed. He is ordinarily required under Rule 24 to file a written statement in reply to it. This should take up the points mentioned in the claim one by one and should state clearly which facts the employer admits and which allegations he contests. If the case is one in which the employer wishes to be indemnified by a contractor under section 12(2) he must give notice to the Commissioner of his claim for indemnification at this stage [Rule 36(1)]

260 ORDER IX of the Civil Procedure Code deals with the appearance of the parties and the consequences of their failure to appear. If the applicant appears on the day fixed for hearing and the opposite party having been duly summoned fails to appear the Commissioner may proceed *ex parte*. If the applicant if party appears the Commissioner except in so far as the opposite i neither party appears the Commissioner may dismiss the application. If the opposite party having failed to appear at the first hearing appears at a later stage and shows sufficient cause for his non-appearance the Commissioner may set aside his order or if he has not finished the hearing may allow the opposite party to contest the claim. But an *ex parte* order must not be set aside without notice to the applicant. Similarly if the applicant has failed to appear and later shows sufficient cause for his failure the Commissioner can cancel his order dismissing the application. In either case he can pass special orders regarding costs. A contractor or sub-contractor who fails to appear in answer to a claim for indemnification is thereby precluded from contesting any award in favour of the workman as well as any finding that he is liable to pay but the Commissioners can reopen the issues if he shows sufficient cause for his failure to appear.

261 APPEARANCES need not, of course be in person unless a party is required to appear as a witness. Under section 24,

any party can be represented by a legal practitioner or other person authorised in writing. Thus the employer can be represented by an official of the insurance company with which he was insured, and the workman can be represented by a trade union official. It may be remarked in passing that the Act offers big opportunities for useful constructive work on the part of trade unions. Rules 42 and 43, which are framed in accordance with section 32 (2) (f), provide for the representation of minors or persons who are unable to make an appearance. This is an essentially different kind of representation, it must not be supposed that a person is unable to make an appearance because it is inconvenient for him to appear, the phrase has reference to persons who, by reason of lunacy or other causes, are incapable of conducting their own case. In this case the representative, who is virtually a guardian for the purposes of the case, is appointed by the Commissioner.

### Hearing of the Case

262 ON the date fixed for hearing, after considering the application and the written statement, and after examining the parties, if necessary, to clear up any doubtful points, the Commissioner proceeds under Rule 25 to frame the issues. The issues are of course the distinct questions on which the parties differ, and each issue should be restricted to a single point. Issues of fact have to be distinguished from issue of law [Rule 25 (2)]. The distinction between questions of fact and questions of law is discussed later (see paragraphs 315-6) and is important in view of a possible appeal. See the first proviso to section 30 (1). Further, the Commissioner can, under Rule 26, take up the issues of law first before calling evidence to decide the others. The evidence is, of course, directed to proving facts, but where a certain interpretation of the law appears to be sufficient to decide the case, the Commissioner may first settle the correct interpretation. For example, if the circumstances in which the claimant met with an accident are admitted, and the employer, in addition to denying that the accident arose out of the employment, wishes to prove that the claimant is in receipt of more than Rs 300 a month, and that he did not in any case receive all the injuries he alleges, it may appear to the Commissioner, that the circumstances do not warrant the inference that the accident arose out of the employment. In that case he might determine this point first, if he decided the issue of

law against the applicant, it would be unnecessary to go on to hear evidence on the facts.

263 UNDER section 20 (3) the Commissioner may call to his assistance persons possessing special knowledge of any matter relevant to the dispute. This enables him to obtain expert advice and guidance from factory inspectors persons having special knowledge of the trade or business concerned, shipping or mining experts, medical men, etc., during the hearing without having to examine them as witnesses. Such experts will be, in a sense, in the position of assessors, but their function is purely advisory, and they need not attend during the whole hearing of the case, their assistance can be confined to the inquiry into those matters of which they have special knowledge.

264 AFTER the issues have been framed, the case proceeds upon ordinary judicial lines. Section 23 empowers the Commissioner to take evidence on oath, to summon witnesses and to compel the production of documents and material objects. The Commissioner will not normally summon witnesses until the necessary fees and their expenses have been paid (Rule 30) but he can remit the fees in necessitous cases (Rule 31). He may decline to summon a witness if he considers that it is not necessary for the just decision of the case that that witness should appear. Section 25 deals with the manner of recording evidence which is similar in some respects to that prescribed for Magistrates in summons cases. A verbatim record of the evidence of every medical witness has to be kept, for other witnesses a memorandum is sufficient. A special rule of evidence relating to cases involving masters and seamen will be found in section 15 (3). This is similar to the rule contained in section 7 (1) (c) of the British Act, but follows the wording of section 283 of the Indian Merchant Shipping (Consolidation) Act 1923, in place of the corresponding British provisions\*. Another special rule is embodied in section 18. Subject to any such special provisions the Commissioner, when acting in his judicial capacity must observe the provisions of the Indian Evidence Act (I of 1872) as he is a Court for the purposes of that Act. Rule 37 contains a special provision designed to simplify procedure where several cases arise out of one accident by permitting the evidence to be recorded simultaneously.

---

\*On the value of this provision see Report of Departmental Committee (U.K.) 1900, paragraph 51.

265 ANY necessary adjournment of the case is provided for by Order XVII of the Civil Procedure Code, which is made applicable by Rule 38. This Order requires that when the hearing of the case has begun, it must be continued, if possible, from day to day until all the witnesses in attendance have been examined. Under Workmen's Compensation Rule 28, the Commissioner, if he finds it necessary to grant an adjournment, must record his reasons for so doing. The failure of any party to appear at an adjourned hearing may involve the same consequences as those which follow failure to appear at the first hearing. If a party fails to produce his evidence or to carry on the case, it may be decided forthwith. The first two rules of Order XXIII relate to the withdrawal and abandonment of claims. The applicant can at any time abandon the whole or part of his claim. In certain circumstances, and more particularly when the withdrawal is necessitated by a technical defect, the Commissioner can permit a fresh claim of the same nature to be made. If the claim is withdrawn or abandoned without this permission, the applicant is precluded from bringing it forward a second time.

266 THE case after any adjournment that may be necessary (Rule 28) ends with the judgment, which must be signed and dated by the Commissioner at the time when he pronounces his decision [Rule 29(2)]. In addition to the prescribed findings (with reasons) on the issues in the case, the judgment includes in ordinary cases an order as to any costs incurred. Section 26 gives the Commissioner power to apportion the costs as he thinks fit, subject to any rules that may be framed. The rules in force in the various provinces are given on pages 232 to 278. These lay down the scale of costs, and provide that where the costs do not follow the result of the case, the Commissioner must record reasons for departing from this practice.

#### Review

267 PROVISION is made in section 6 for the review of certain cases. The word 'review' implies a second examination of the case but in order to obtain review it is not necessary to prove that the claim has already been before the Commissioner. A decision reached by the employer and the workman in agreement is also subject to review. What is implied is that there has been a settlement of some kind and that fresh facts have since justified a re-examination of the claim. The most frequent cause that gives rise to the need for review is a change in the condition of the workman, and review can be had at any time if a qualified

medical practitioner certifies that there has been such a change If no such certificate is forthcoming, review can only be obtained on the grounds given in rule 3 Except as provided in this rule, review can be claimed by either party It should be noticed, however, that section 6 applies only to cases where half monthly payments are payable i.e., to cases which are or which have been treated as cases of temporary disablement Further, it does not apply to cases in which commutation has taken place

268 THE commonest case giving rise to a right to review which is not mentioned in rule 3 is that of a workman whose disablement, regarded at first as temporary, proves to be permanent This case is expressly mentioned in section 6 (2) of the Act. The workman is entitled to a permanent pension by a certificate issued by a medical practitioner specifying the actual nature of the permanent disablement Compensation has then to be awarded on the scale for permanent disablement less any compensation already given for the period during which the disablement was regarded as temporary In such cases the workman can ordinarily instead of applying for review is the more regular method in such cases it is the only possible method see paragraph 272

269 Of the cases mentioned in rule 3 the first two are cases where there has been a change in the workman's wages By this is meant the individual wages actually being earned by the injured workman after his injury Review cannot be claimed on the ground of a rise or fall in the wages of the group to which the workman belongs unless he has actually participated in that rise For example, a workman on an incremental scale who was not at work could not claim higher compensation on the ground that his increment would have accrued if he had been at work But the right to review arises for example where a workman who had resumed his work after being temporarily disabled and compensated is compelled by his injury to stop work again or where a workman who is still suffering from the effects of his injury returns to light work Clause (e) of rule 3 gives a workman power to compel an employer to go on making half monthly payments when he has discontinued them without sufficient cause

270 The last two clauses of rule 3 provide for the variation of the conclusion previously reached where it is shown to have

been erroneous Clause (d) relates to cases where the rate of compensation was "obtained by fraud or undue influence or other improper means" This apparently applies equally to cases where the rate was determined by the parties in agreement and to cases where the Commissioner determined the rate but the possibility of fraud is naturally much less in the latter case It may appear anomalous that, in cases of this kind, review should be limited to cases where half monthly payments are involved But provision against the possibility of "fraud or undue influence or other improper means" in other cases of disablement is made in proviso (d) to section 28(1), where similar wording is used Cases where lump sums are paid must come before the Commissioner for registration of the agreement, and he can then withhold registration if the agreement appears to have been improperly obtained

271 The reference in clause (e) of Rule 3 to "the record" shows that this relates only to cases where the Commissioner has given a decision The object is to enable an error or mistake in that decision to be corrected, but the Commissioner's power to review his own decision under this clause is limited to cases where the mistake or error is "apparent on the face of the record" The Commissioner is not entitled to revise his findings on points of law or his conclusions on disputed points of fact The most obvious case to which the clause applies is where on admitted facts there has been an error in calculating the rate of compensation The clause is of course limited by the terms of section 6 and the opening words of Rule 3, so that it does not cover a case where the Commissioner has, on an original application for compensation for permanent disablement, erred in calculating the lump sum due There is no corresponding provision for the correction of errors in such cases, or in cases of applications by dependants

272 PROCEEDINGS in review are not subject to the rule contained in section 10 (1) regarding the limitation of claims They are essentially different proceedings from the "proceedings for the recovery of compensation" contemplated by that subsection The proceedings referred to there are proceedings in a claim for compensation An application for review is not a claim for compensation it is an application made after the claim has been allowed by the Commissioner or by the employer Further the proceedings referred to section 10 (1) are obviously proceedings instituted by the workman, whereas either party

can apply for review. In England the procedure is similar in this respect, it is governed by section 16 of Schedule II of the British Act, which is framed on similar lines. Rule 4, which is

failure to secure agreement between the parties [See section 22 (1)]

## CHAPTER IX

### PROCEDURE IN FATAL ACCIDENTS.

#### Fundamental Differences of Procedure

273 THE Act contains a large number of provisions specially relating to fatal accidents. Some of these, e.g., those concerning the circumstances in which compensation is payable, the amounts of compensation and the service of notice, have already been discussed, this chapter deals mainly with the actual procedure applicable to cases where the workman is killed. Before discussing that procedure in detail, some general observations may be offered on the fundamental differences between the procedure in cases of death and that in cases of disablement, these differences constitute a distinctive feature of the Indian Act. Put briefly, the main difference is that, whereas a case of disablement is ordinarily a matter for the employer and the workman to settle, with the Commissioner coming in only if they fail to agree, a case of death is always the concern of the Commissioner. The compensation has to be paid to him, and he is responsible for seeing that it is the right amount. It has to be claimed from him and not from the employer. Direct payment by agreement between an employer and dependants is ruled out.\*

274 MOREOVER, whereas a case of disablement, whether contested or otherwise, involves only one main question, viz., whether the claimant is entitled to compensation, a fatal case may involve two, viz., (i) whether the employer should deposit compensation with the Commissioner (ii) if so, which person, if any, should receive that deposit. Then two questions form the subject of what are in conception two different proceedings, convenient f contested, nt, and end

\*As has been explained earlier payments in certain cases of disablement can or must be made through the Commissioner, but even in these cases the question of payment is one for the parties to settle between themselves in the first instance

in a declaration that the employer is not liable or in an order to deposit compensation. The second step consists of what are known as distribution proceedings, when the compensation deposited, whether voluntarily or by order of the Commissioner, is allocated among the possible claimants or, if none establishes a right, is returned to the employer. The employer can contest both stages, or either stage, or neither as he chooses. He may, for example, contest his liability to make a deposit and take no part in the distribution proceedings, or he may make a deposit and contest the claim of any party to receive it.

### Definition of Dependents

275 THE object of compensation in fatal cases is to make provision for those who were dependent on the workman, and it is convenient to start with the definition of " dependant," which is given in section 2 (1) (d). The possible dependants fall into two groups. A few relations are treated as dependants whether they were actually dependent on the deceased workman or not. These are the workman's widow, his legitimate sons under 15 years of age, his legitimate married daughters and his mother, if she is a widow. No proof of dependency is required from them to enable them to rank as dependants. As will be seen later, the establishment of a person's status as a " dependant " does not in itself give a right to participate in the compensation, when that is payable, unless there is only one dependant. But it gives a right to apply for compensation, and no one other than a person who has established this status can, in any circumstances, receive a share of the compensation.

276 THE relations mentioned in clause (ii) of section 2(1)(d) only rank as dependants if they were wholly or partly dependent on the earnings of the workman at the time of his death. This does not mean that they must have received help from his last wage payment. It will be sufficient to show that prior to his death the workman had been in the habit of contributing at regular or irregular intervals to their maintenance and that this habit had not been discontinued before his death.

277 UNDER sections 3 (18) and 3 (53) of the General Clauses Act, 1897, father includes an adoptive father and son includes an adopted son, in the case of any one whose personal law permits adoption.\* Other adoptive or adopted relationships are not recognized † Posthumous children stand on the same footing

\**In re Devi Datta*, VII Lah 50

†*Cf. In re Munshi Ram*, VII Lah 63.

as other children, if legitimate they come under clause (i) of section 2 (I) (d) and otherwise under clause (ii). Half brothers are not brothers within the meaning of section 2 (I) (d), and cannot claim to be dependants\*. Grandchildren, even if they were actually dependent, are only dependants if they are the son's children and the son is dead, and a grandfather cannot claim if any parent is alive. Where the question is whether a person claiming as a dependant is under 15 or not, his age must be reckoned as it was when the right accrued i.e., on the date of the workman's death, and not on the date of the incident or the date of the claim.

#### Deposits in Fatal Cases

278 THE employer who is satisfied that the circumstances of the accident are such that compensation is payable to the dependants if any, should deposit the correct amount with the Commissioner, using Form A. But in so doing, it is unnecessary for him to satisfy himself that there are any dependants, or that any particular person who may have approached him in the matter is a dependant. For by making a deposit, the employer does not concede the claim of any person to be a dependant. He can by modification of the concluding paragraph of Form A reserve his right to contest the claim of any person to be a dependant, and if he does not participate in the proceedings for distribution of the compensation the Commissioner has to satisfy himself that the claimants are dependants. If no one establishes his claim to be a dependant the compensation will be returned to the employer. If, however, the employer is satisfied that there is at least one person who is a dependant he has nothing to gain by contesting the claims of others, for the whole of the money must be given to that dependant or to others.

279 For the employer the important point is that the compensation should be paid to the Commissioner and not to the claimants, however good their claim. The only payments that can be made directly to dependants are the advances specified in the proviso to section 8 (1), and funeral expenses. Advances may be made to "any dependant" but must not exceed "an aggregate of one hundred rupees". It is not clear if a hundred rupees can be advanced to each of several dependants. The Act prior to 1934 permitted this, but the safer interpretation from the employer's point of view as the Act now stands is to read it as meaning that advances can be given to only one dependant. The

\**In re Maung Kyan IV Ban 46*

employer can recover the advances later from the sum allotted to the defendant receiving the advance. If the defendant is question is not allotted any compensation by the Commissioner, the advance cannot be recovered under this Act. The employer should therefore avoid advancing money to a defendant who has not a strong claim. Advances can safely be given to a widow or minor child, as no Commissioner could reasonably pass over their claims.

280 The employer is also at liberty to defray the funeral expenses and, if he does so, to recoup himself after making the deposit up to a maximum of Rs. 25 in the case of any workman. But the deposit of compensation must be the full sum. Amounts disbursed by way of advances or funeral expenses cannot be deducted before making the deposit. Funeral expenses are intended to be refunded as soon as the Commissioner has received the deposit and is satisfied that the sum was actually disbursed, i.e., they should be refunded before the distribution proceedings start see section 8 (4). Advances to defendants, on the other hand, cannot be refunded until the Commissioner has decided how the compensation is to be distributed.

281 The importance of paying compensation in fatal accidents through the Commissioner arises from the fact that with the exception of the advances discussed above, no payment to a defendant is "deemed to be a payment of compensation" at all [Section 8 (1)]. The employer can consequently be compelled to pay the full amount to the Commissioner, whatever payments he has made directly, and he cannot deduct these payments or get them refunded\* except to the extent of the advances allowed by the proviso to section 8 (1) and the funeral expenses allowed by section 8 (4). But payments made to the workman before he died can be deducted† under the proviso to section 4 (1) as these are made "during the period of disablement". This prohibition of direct payments is a corollary of the fact that it is not for the employer to decide how the compensation should be distributed among the defendants. For the same reason no agreement with a defendant has any value, and the references to defendants in the original section 28 (1) of the Act were repealed by Act VII of 1924. The employer depositing compensation is entitled to a receipt in Form B and subsequently if he so desires, to a statement in Form C. See section 8 (4) and Rule 6.

282 THE Commissioner receiving an inadequate sum as a deposit for a fatal accident is empowered by section 22A to call for an additional deposit. This action can be taken at any time. If there has been a clear error in calculation, the Commissioner will presumably enforce the additional payment as soon as he is satisfied on this point. But if there is any difficulty in determining the amount due, e.g., if there is doubt as to the workman's wages, it will ordinarily be the better course to defer such action until the defendants have appeared, and to make the award after they have been heard.

#### Reports of Fatal Accidents

283 THE employer in certain cases, whether he pays compensation or not, is obliged by section 10B to send in a report of fatal accidents occurring on his premises. This section applies in the first instance to cases where notices of fatal accidents are required under other Acts. It thus applies to factories falling under the Factories Act, for section 30 of that Act requires

of a mine

284 It appears to apply also on railways, for section 83 of the Indian Railways Act, 1890 requires railway administrations to send notices of all fatal accidents. It is true that in this case, the duty is not imposed on the railway administrations in their capacity as employers. They have the same obligations in respect of passengers, for example. But they are employers, and it should be noted that section 10A is not limited to accidents occurring to workmen. It would seem therefore that railway administrations and the station masters or other railway servants specified in section 83 of the Railways Act should send the report required by this section in the case of all fatal accidents occurring on a railway. The Factories Act and the Mines Act also require notice of fatal accidents to be reported whether workmen are killed or not. The intention here evidently is that the Commissioner should get reports of all such occurrences, and should take no action where he is satisfied that the persons killed are not workmen.

285 On the other hand, it is submitted that section 10B(1) does not relate to cases where a person who happens to be an employer is under a general obligation to report cases of death, e.g., where householders or others are required by municipal or

public health acts to send reports. The law must be one specifically requiring notice of accidents as such. On this view, a private employer, whose servant was accidentally killed and who had to report all deaths, from whatever cause arising, on his premises would not on this account be obliged to report the death to the Commissioner, even though the servant happened to be a workman, unless of course he was covered by sub section (2) of section 10B.

286 THE local Government is empowered by that sub section to extend the requirement to premises not covered by sub section (1),<sup>f</sup> and it can, in virtue of the proviso to sub section (1) permit any employers or persons acting on their behalf to send the notices to the authority to whom the other law requires it to be sent.\* Thus, where the local Government has granted permission by rule a factory manager can send the notice to the factory inspector, a mine manager to the mines inspector, a railway administration to the local Government and the Government Inspector, and a stationmaster to the Magistrate and police officer. The notice must in all cases be sent within seven days, the days being reckoned here from the day of the deceased's death. The obligation is limited to cases where the accident occurs on the premises, accidents occurring elsewhere need not be reported, even if they arise out of and in the course of employment. But accidents occurring on the premises must be reported even if the death occurs elsewhere. Failure to send a report is punishable with fine under section 18A(1).

287 THE report must give "the circumstances attending the death," where a form has been prescribed\* for the report this must be followed. The person sending the report is not obliged to make any observations on the liability to pay compensation [*cf* section 10A(1)] and if there is any room for doubt, he would be well advised not to do so until he has consulted his insurance company or legal adviser. But if there are facts which clearly render him free from all liability e.g., the fact that the deceased was not an employee at all, but a stranger the mention of such facts may assist the Commissioner in deciding not to issue a notice under section 10A and so save the employer further trouble.

#### Statements regarding Fatal Accidents

288 SECTION 10 A gives the Commissioner a limited power to take the initiative in fatal accidents. The receipt of a report

\*No form has been prescribed as yet by any provincial Government.

<sup>f</sup>Such an extension has been made in the Punjab see page 271.

\*See Central Provinces rule on page 236 which, however does not appear to leave to the employer the option allowed by the section.

under Section 10 B, information from a factory or mine inspector or from some other source may indicate to him that a workman has been killed by accident arising out of and in the course of employment. In such cases, whether the accident was one occurring on the employer's premises or not, the Commissioner can serve a notice on the employer requiring him to submit a statement in the form prescribed by the local Government.

289 This form\* requires, in addition to the circumstances attending the death, a statement regarding the liability of the employer. He must say whether, in his opinion, he is liable to deposit compensation or not. The liability to deposit compensation arises in all cases in which, if there were dependants, the employer would be liable to pay, &c., the fact that there are no dependants does not relieve the employer of liability to make a deposit. It is, therefore, entirely unnecessary for him to make any inquiry at this stage into the question of whether there are dependants or not, the relevance of this issue arises at a later stage and if there are no dependants, the employer will get his money back. He does not, by admitting liability to make a deposit, concede the claim of any person to be a dependant.

290 THE statement must be filed within 30 days of getting the notice. This gives the employer adequate time to investigate the circumstances, to consult his insurance company if he insured, or to take legal advice, and to decide on the tenor of his reply. If he is satisfied that the claim is a sound one, he should admit liability and make a deposit and this can best be sent with the statement which will still be required. But if he has any adequate lines of defence, he is required by Section 10 (3) to indicate them. If, at a later stage, there is a contested case, the employer is not legally precluded from putting forward a fresh line of defence there but the fact that he had not disclosed it at this stage would tend to weaken its force in many cases. The grounds should be stated briefly but clearly e.g. that the deceased was not a workman, that the deceased was not in the signatory's employ, that the accident did not arise out of the employment, etc. It should be noted that the fact that the accident falls under the exceptions in proviso (b) to Section 3 (1) is not a valid defence.

291 THE Commissioner can then communicate with the dependants. He may inform them that it is open to them to prefer a claim, and may give them such further information as he thinks fit. This information may relate, for example, to

\*Under the various provincial rules (see pag. 233 to 278) the employer will receive a copy of the Form when he gets the Commissioner's notice.

anything mentioned in the employer's statement or to any points of law. The Commissioner is thus placed in a somewhat delicate position, for he would hardly be justified in issuing a notice unless he had come to the conclusion that there was a *prima facie* case. But he may have to adjudicate later on issues arising between the employer and the defendants and must not lay himself open to the suspicion of prejudice. It is suggested that he should confine himself to statements of fact which are either admitted by the employer or strongly established by other information in his possession and to unimpeachable statements of law. If the employer considers that any observations made by the Commissioner in communicating with the defendants show a definite bias against himself e.g., if statements are made without sufficient grounds indicating that the employer's version is inaccurate, the employer can approach the local Government for an order of transfer to another Commissioner under section 21(5) of the Act. It seems desirable that where a Commissioner makes ~~any statement of fact that is not a statement of law~~ the employer a

There  
employer's

assertion that the accident happened in a certain manner is untrue, but the Commissioner can legitimately say, for example, that the employer's report to the factory inspector stated that it arose in another way, or that the factory inspector investigated the accident and reported that it was caused in such and such a manner.

292 INFORMATION can apparently also be given by the Commissioner at a later stage than the issue of the original information under Section 10 A(4). But no steps can be taken under that sub section on the mere receipt of a report under ~~section 10 A(4)~~ to send the employer can be prosecuted and convicted under section 18 A(1), but the Commissioner cannot act under section 10 A(4).

#### Application by Defendants

293 IF the employer does not admit his liability to deposit compensation the Commissioner cannot enforce a deposit, even though he considers the reasons given for disclaiming liability to be entirely unsound. Further proceedings can only be instituted by a person or persons claiming as defendants. The claim (see Rule 8 and Form G) takes the form of an application

for the issue of an order to deposit compensation, and application can be made jointly if desired by more than one defendant [This is clear from proviso (a) to Rule 8 (2)]. It should be observed that a defendant, unlike an injured workman, is under no obligation to approach the employer in the first instance, for section 22(1) does not apply to defendants, consequently Form G, unlike Form F, contains no reference to efforts to secure a settlement by agreement. This is in consonance with the fact that no agreement between an employer and defendants has any force (see paragraph 281).

294 On receiving the application or at any later stage before he frames the issues the Commissioner may call under section 8 (4) on other defendants who are not parties to the application to join in it by date. This step is not deciding whether or not

guided by the relationships of the defendants applying and such information as he may be able to obtain regarding other dependent relations. Thus where the widow and children apply and the Commissioner has ascertained that there were no other members of the deceased's family living with him, he may consider it unnecessary to issue a notice under proviso (a) to Rule 8 (2). It is worth observing that section 8 (4), which deals with the case where compensation has been deposited, gives the Commissioner the choice between calling on every defendant or none. On the other hand, proviso (a) to Rule 8 (2), which deals with cases where there has been no deposit, gives him liberty to call on some defendants and not on others. He can, for example, refrain from calling on children whose parents have been called, or have appeared.

295 In respect of limitation, the period of six months runs in fatal cases from the date of the workman's death and not from the date of the accident [Section 10 (1)]. In the case of masters and seamen being killed the period of limitation commences to run from the date of the receipt of the news of death by the claimant and if the ship has been lost with all hands, a period of eighteen months is allowed from the date when the ship was, or is deemed to have been, last \* [Section 15 (2)]. In other

\* Cf. section 174 (2) of the British Merchant Shipping Act, 1894, by which a ship which has not been heard of for 12 months in certain proceedings shall be deemed to have been lost with all hands on board either immediately after the time she was last heard of or at such later time as the court bearing the cause may think probable."

respects the procedure after the employer has been cited is, unless the employer admits liability, similar to that for disputed cases of disablement, which has been discussed in Chapter VIII

### Distribution Proceedings

296 WHEN compensation has been deposited by an employer, either on his own initiative, or in pursuance of section 10 (2), or in admission of an application by a defendant, or after a decision by the Commissioner, the deposit of the money is, followed by distribution proceedings. This includes the determination of two questions, viz., who are defendants and what share, if any, of the compensation each defendant should get. In the case where the defendants apply for an order to deposit and the employer contests their claim on other grounds than the plea that they are not defendants, the Commissioner ordinarily deals with the question of distribution at the same time as the other issues are decided. But the distribution proceedings are essentially subsequent to a decision on the other issues, and the Act, strictly interpreted, gives the Commissioner no authority to enter on distribution proceedings until he has actually received the deposit [Sections 8 (4), 8 (5)]

297 RULE 39 relates to the procedure applicable to distribution proceedings after a deposit has been made. It is generally similar to that followed in other types of case but as Rules 23 and 24 are not made applicable there is no "opposite party" and no written statement need be filed. If, however, one is to be a party to the proceedings, he will be in the present a written

statement giving the grounds on which he contests the claimants' title to be defendants. Rule 39 implies that there are defendants, and if the employer maintains that there are none, there is more than "apportionment of compensation" involved.

298 If the Commissioner finds that there is any relative specified in clause (i) of section 2 (1) (d), or that there is any relative specified in clause (ii) who satisfies the conditions of that clause, he must distribute the whole of the compensation after allowing for funeral expenses and advances. He has however, complete discretion under section 8 (5) in the matter of the actual apportionment of the sum. He can give it all to one defendant or he can divide it among two or more as he thinks fit. But equity and the general principles underlying the Act clearly demand that it should go, as far as possible, to those of the

dependants who were actually dependent on the deceased, and the allocation should bear some relation to the extent of their dependence. Thus although the relatives in clause (1) of section 2 (1) (d) do not need to prove dependency in order to establish their status as dependants, the Commissioner may find it necessary to inquire into the extent of their dependency in order to reach a fair decision regarding the apportionment of the compensation. A dependant who has not joined in the application may nevertheless be awarded compensation, if the Commissioner thinks fit, [Rule 8 (3)]

299 COMPENSATION, after it has been deposited, is ordinarily disbursed at once to the dependants to whom it has been allotted. But section 8 (7) gives the Commissioner authority, in all cases where he awards compensation to a woman or to any person who is under 18 years of age or is under any other legal disability, to invest the sum or deal with it otherwise for the benefit of the person to whom it is allotted. Thus he could use it to defray the living expenses of the dependant, paying it out in instalments, or to educate the dependant, or to purchase land for him. If the money is invested, the Commissioner is limited to the investments named in Rule 10. When money has been distributed the employer is entitled, under section 8 (4), to a statement showing how it has been spent.

#### Subsequent Applications by Dependants

300 EVEN after the decision of a contested case, dependants can in some cases make claims. A dependant who was served with a notice to appear under Rule 8 (2) and failed to do so cannot claim thereafter that the employer is liable to pay compensation. But if the Commissioner has found the employer so liable he can claim that he is a dependant and that his claim to share in the compensation should be considered. *A fortiori* a dependant who has not been served with a notice can make a claim later and can have the question of the employer's liability reopened. If the Commissioner has refunded the deposit money under the impression that there was no dependant, this will not prevent him from calling on the employer to redeposit the amount\*. If the Commissioner has distributed the money, and a specially deserving dependant appears subsequently, he can vary the distribution under section 8 (8), after giving an opportunity to other dependants affected to show cause.

\**In re Guddal Motayal* VII I.R. 600

301 SECTION 8 (8) cannot be used to recall any money actually paid to a defendant. But in a number of cases sums

guardian on behalf of a defendant can apparently be recovered section 8 (8) speaks only of sums paid to a defendant and unlike section 8 (9) does not include sums paid *on behalf* of a defendant. It is suggested however that as section 8 (9) provides for recovery under the Act only where the money has been secured by improper means the Commissioner should not order repayment by a guardian, except where improper means have been used.

302 SECTION 8 (9) appears at first sight to confer a general power to recover money whose distribution has been secured by fraud, impersonation or other improper means. But as it relates only to cases when the Commissioner acts under section 8 (8) it is submitted that it does not override any part of that sub section. On this view it is in no case possible to recover money actually paid to a defendant and sub section (9) can only be used where the money has been paid to a person other than a defendant. It can thus be used to recover compensation from a person receiving money on behalf of a defendant or from a person who was awarded it as a defendant and is subsequently found not to have been a defendant. Except as provided by sub sections (8) and (9) of section 8 a Commissioner cannot revise his orders in a fatal case. The power of altering a mistake in the calculation of compensation conferred by Rule 3 (e) in cases of temporary disablement does not extend to other cases.

#### Death following Disablement

303 WHEN a workman who has obtained compensation for disablement dies as a result of injuries received in the accident a fresh cause of action arises. Whether the workman has been in receipt of half monthly payments for temporary disablement or has received a lump sum for permanent disablement the method of procedure is for the defendants to file a fresh application under section 22 (2). Section 6 (2) cannot be invoked in a fatal case. Under section 10 (1) a fresh period of limitation starts from the date of the death so that although a long period may have elapsed between the accident and the death the defendants are in no way prejudiced.

304 If the workman has secured substantial compensation for disablement prior to his death, it will not always be possible for the defendants to obtain a further sum \* In some cases the compensation paid for permanent disablement will exceed the sum that could have been claimed on account of the death of the workman. For example, a man on Rs 25 a month who is permanently and totally disabled gets Rs 1,134, but if he is killed, his dependants get only Rs 810. In the case of minors even larger differences are possible. But if the money has been paid for permanent disablement, and if the workman dies, the employer will not be able to recover anything. The Bill, as originally introduced, enabled him to do so, but the provision for this was deleted in the Legislative Assembly. Where the results of an accident are doubtful, e.g., in the case of a man in a very critical condition it is suggested that the Commissioner is justified in postponing his decision for a short period, in order to enable himself to come to an accurate finding as to the result.

\*This is based on the view of the law taken in paragraphs 145 & 6 and does not apply to Burma, where further compensation can always be claimed.

## CHAPTER X

### TRANSFER, RECOVERY, REFERENCES AND APPEALS

#### Transfer

305 NORMALLY a case must be disposed of by the Commissioner appointed for the area within which the accident took place [Section 21] If there is more than one Commissioner having jurisdiction in the area, the distribution of work between them is regulated by orders passed by the Local Government under section 20 (2) In the case of masters and seamen application should be made to the Commissioner for the area within which the owner or agent of the ship carries on his business Cases may arise, however, where it would suit the convenience of the parties to have the proceedings transferred to another Commissioner Provision is accordingly made for the transfer of cases in section 21, and in Rules 40 and 41 Transfer by a Commissioner may be of two kinds—transfer for report and transfer for final disposal

306 THE Commissioner can transfer for report in any case whether the parties desire such a transfer or not In a transfer for report, all that is done is to obtain from the second Commissioner a report on facts which he may be in a better position to ascertain than the first Commissioner For example, if a workman is said to be lying critically ill within the jurisdiction of the second Commissioner, the latter may be in a better position to determine the condition of the workman than the Commissioner deciding the case The first Commissioner must send the second a questionnaire, confined to questions of fact and raising no questions of law The second Commissioner will then inquire into the questions referred to him, and send back the case with his findings on the different points The findings of fact must be accepted by the Commissioner who transferred the case

307 TRANSFER for final disposal can ordinarily be made only if both parties agree If either party objects to the transfer the consent of the Local Government is required before the case can be transferred to another Commissioner in the same province ,

a transfer outside the province requires the sanction of the Government of India. The only exception to this rule is the case of the actual payment to a workman of money due to him or the distribution among the dependants of a lump sum, i.e., after a fatal accident. Once the compensation has been adjudged to be due, the employer will not usually have much further interest in the proceedings [See paragraph 278]. If the employer desires to contest the claims of the dependants to be such, the Commissioner has to take that claim into consideration before ordering the transfer of distribution proceedings. In such cases, it will probably be held that the proceedings cannot be regarded simply as a "matter relating to the distribution among dependants of a lump sum," [Section 21 (2)], for it has first to be shown that there are dependants.

308 If this view is correct, the Commissioner cannot transfer such cases without the employer's consent until it is proved that there is at least one dependant. In the ordinary distribution case, however, only the dependants will be interested, and a transfer may frequently be desirable in their interests. For example, if a worker from the United Provinces has gone to a Bengal Mill to work and is killed there, it may be much more convenient for the distribution to be determined in his home district in the United Provinces where the dependants may be living. Money sent for distribution or for payment to a workman has to be transmitted as provided by Rule 41.

309 SECTION 21 (5) confers on the Local Government a general power of transfer from one Commissioner to another. Except that such a transfer must be within the province, there are no limitations on this power, and it extends to any kind of proceeding before a Commissioner and can be exercised at any stage. Where a party has good grounds for asserting that he is not likely to get a fair hearing before a particular Commissioner he can apply to the local Government to direct a transfer. An order of transfer is not necessary where there is a change in the officer holding a post of Commissioner, the new officer succeeds to the rights and duties of the old one in respect of any pending case.

310 SECTION 35 makes provision for the transfer of compensation money to persons to whom it is due who may be abroad or in an Indian State or may be about to go out of British India. It also provides for the administration for the benefit of persons residing or about to reside in British India of money

awarded under other workmen's compensation laws. In the former case the transfer is limited to sums actually "paid to a Commissioner for the benefit of any person" money deposited by an employer in a fatal case cannot be sent abroad until the distribution proceedings have been concluded. The procedure in transfers to and from British India is regulated by the Workmen's Compensation (Transfer of Money) Rules, 1935, which are reproduced on pages 207 to 209.

### Recovery of Compensation

311 SECTION 31 confers upon the Commissioner powers for the recovery of compensation. "Recover" in the section is used in a different sense from "recovery" in section 10(1). That section refers to proceedings instituted by a workman to recover compensation which he believes to be due to him, section 31 refers to recovery by a Commissioner of compensation actually admitted or adjudged to be due. Application can be made by a workman to the Commissioner under section 31, but the workman will have to show that the compensation is due either under an agreement with the employer or under an order already passed by the Commissioner. The terms of the section make it clear that agreements between employers and workmen for the payment of compensation are to be enforced by the Commissioner, it follows from section 19(2) that they cannot be enforced by Civil Courts.

312 RECOVERY is to be effected in the manner prescribed for the recovery of arrears of land revenue. Section 5 of the Revenue Recovery Act (I of 1890) which is referred to in section 31, reads as follows —

Where any sum is recoverable as an arrear of land revenue by any public officer other than a Collector or by any local authority, the Collector of the district in which the office of that officer or authority is situate shall on the request of the officer or authority, proceed to recover the sum as if it were an arrear of land revenue which has accrued in his own district, and may send a certificate of the amount to be recovered to the Collector of another district under the foregoing provisions of this Act as if the sum were payable to himself.

"Collector" here means the chief officer in charge of the land revenue administration of a district.

313 REFERENCE may conveniently be made here to section 9, which confers a certain amount of protection on compensation which has been adjudged due to workmen. It prevents the assignment and attachment of compensation, and thus operates to prevent the workman from selling his right to half monthly payments to a money lender, and in discouraging money lenders from lending money on the security of compensation. It also prevents the attachment of money which is in deposit with the Commissioner. The section does not apply to money that has actually been given to the workman, it is impossible to distinguish then between money given in compensation and money which the workman may have acquired in other ways.

#### References to High Court

314 SECTION 27 gives the Commissioner power to refer a question of law to a High Court. As the words "decide the question" show the power is to be used only when a defiaito question has arisen in a case before him. The power has been sparingly used and occasions when it can usefully be worked are infrequent. It is suggested that it should be limited to cases where there is a substantial legal issue involved on which no guidance is already available (and such issues are few) and that it should not be used when there is a possibility of an appeal on some other question. Such a legal issue may arise when no appeal is permissible, and references may have the result of clarifying points of law which would not otherwise come before a High Court. The Commissioner submitting a reference should set out the issue clearly with any facts that are relevant to its determination and should indicate how the doubt as to the law arises. It is suggested that references should not be made without consultation of the parties and the consent of at least one of them.

315 IT is important for the purposes both of this section and of section 30 to draw a distinction between questions of fact and questions of law. Rule 25 requires the Commissioner to distinguish in all cases between issues of facts and issues of law, and Rule 26 refers to this distinction. Generally speaking issues of fact are issues which can be determined without the need of interpreting any provision of the Act or any other legal provision, issues of law are issues which cannot be so determined. Looking at the distinction from another point of view questions of fact are questions which are decided solely upon the evidence, questions of law are questions which are essentially independent of the

credibility of any part of the evidence, they involve the conclusions to be drawn from the facts which may be established by the evidence

316 This may be illustrated by a few examples. Where a workman claims that compensation is due because the accident in which he was injured arose out of his employment, any questions regarding the circumstances in which he came to be injured and the nature of the injuries he received are questions of fact. Whether, in the circumstances, there was an accident and whether on the view taken of the facts, that accident arose out of the employment, are questions of law. Again, if there is a dispute as to whether a claimant is a workman all questions regarding the actual work he does are questions of fact. When the nature of his work is determined, the question of whether that constitutes him a workman as defined by the Act is a question of law. When a person claims to be a dependant, the nature of his relationships and his financial transactions with the deceased workman are questions of fact, whether the facts bring him within the list of relations given in clause 2 (1) (d) is a question of law and so also is the question of whether the financial relations constitute partial or total dependence. When a Commissioner is asked to exercise a discretion conferred by the Act, the circumstances put forward as the grounds for exercising that discretion are ordinarily facts but it is an issue of law whether he should in the circumstances as he finds them, agree to exercise his discretion. For this involves a particular view of the intention of the Act, and is independent of the credibility of the evidence.

### Appeals

317 IN certain cases an appeal can be made against the order of the Commissioner. The provisions governing appeals are contained in section 30. The appeal lies to the High Court which here means 'the highest Civil Court of appeal in the part of British India in which the Act operates' [Section 3 (2) of the General Clauses Act (X of 1897)]. The period of limitation for an appeal is fixed by section 30 (2) at sixty days. Under section 30 (3) this is subject to the provision contained in section 5 of the Limitation Act (IX of 1908) which reads —

Any appeal or application for a review of judgment or for leave to appeal or any other application to which this section may be made applicable by any enactment or rule for the time being in force may be admitted after the period of limitation prescribed therefor, when the appellant or

applicant satisfies the Court that he had sufficient cause for not preferring the appeal or making the application within such period.

*Explanation* — The fact that the appellant or applicant was misled by any order, practice, or judgment of the High Court in ascertaining or computing the prescribed period of limitation may be sufficient cause within the meaning of this section.

318 THE orders against which an appeal can lie are detailed in section 30 (1). Generally speaking appeals are restricted to cases where lump sums are involved. Cases relating to temporary disablement, where half monthly payments are involved, are not subject to appeal, until the question of commutation arises, or unless they are the subject of agreements which require to be registered. It may happen that an order is first passed by the Commissioner granting compensation in the form of recurring payments for temporary disablement, and that later, when the injuries prove to be permanent, he may allow a lump sum. An appeal does not lie against the first order, but it does lie, in some cases, against the second order, and in the appeal it is apparently possible to raise questions decided at the time of passing the first order, e.g., the High Court can examine the question of whether the accident arose out of the employment or not. But if they decide that the accident did not arise out of the employment, and that, in consequence, no compensation had ever been payable, this does not affect the validity of the first order, and payments made under that order do not require to be refunded.

319 WHERE the appeal is against an order granting commutation under section 7, it is suggested that the question of whether the right to half monthly payments exists is not open to examination, all that has to be decided is whether the order granting or refusing commutation was correct or not. But the sums payable as commutation are seldom large enough to admit of an appeal. An order postponing a decision on an application for commutation, passed under rule 5 (2), can hardly be regarded as an order refusing to allow redemption, if this view is correct, no appeal lies against such an order.

#### Conditions Governing Appeals

320 THE mere fact that an order of the Commissioner is one of the orders specified in clause (a) to (e) does not necessarily confer a right to appeal. There are two conditions that must

first be satisfied in all cases. One is that there must be a substantial question of law involved in the appeal. The distinction between questions of law and questions of fact has been discussed above (Paragraphs 315-6). But reference may be made here to a question of law which concerns appeals particularly. This is the question whether there was evidence on which the Commissioner could

fact

If there is no evidence the Commissioner's final

held

by the High Courts that a substantial question of law arises and that the Commissioner's decision should be set aside if it cannot be supported on other grounds. If there is some evidence to support a finding of fact an appeal cannot be admitted on the ground that the weight of the evidence was against that finding or that the evidence was inadequate but if there is no evidence, an appeal can be admitted and will ordinarily be allowed.\* For an appeal to lie, there must be a *substantial* question of law involved, i.e. not a trivial technicality.

321 THE Calcutta High Court has ruled that if a substantial point of law arises the High Court is entitled to consider the case on points of fact as well as on points of law †. On the other hand the Bomhay High Court has tended to regard the Commissioner's finding on points of fact as final and to limit the appeal to points of law ‡. This latter view corresponds with the law in Great Britain where, provided that there is some evidence on which the original Court could arrive at a finding of fact, the appellate Court accepts that finding and does not weigh the evidence supporting it. It is possible that the framers of the Act intended to follow the British precedent but it is suggested with due respect that the first proviso to section 30 is more naturally interpreted in the sense assigned to it by the Calcutta High Court. It rules out an appeal where there is no substantial question of law involved. But if there is a substantial question of law involved, the bar is removed and the proviso does not appear to the writer to curtail the right of the appellate Court to satisfy itself.

\* In *U. v. we have to take the finding of the lower Court as correct and to see whether there is any substantial question of law involved in the case* Ahmedabad Cotton Mill and Co. v. Rai Budhan BLP 1971 at p. 30. In G I P v. Kashinath I.I.I Bom. 45 the Court addressed itself to the question of whether there was evidence on which the Commissioner could arrive at a certain finding and not the question of whether the finding was the correct one on the evidence.

as to the correctness of all the findings on which the Commissioner's decision is based

322 THE second condition is that the amount in dispute in the appeal should be not less than Rs 300 That is no appeal will be admitted unless, if completely successful it would involve the transfer of at least Rs 300 An exception is made in the case of the refusal of the Commissioner to allow redemption of half monthly payments, for in this case it is not usually possible for the appellant to state the amount involved In other cases, there should be no difficulty It is, of course, open to the High Court to vary the decision of the Commissioner in such a way that less than Rs 300 is transferred but the sum at issue in the appeal must exceed the limit named

#### Miscellaneous Provisions Relating to Appeals

323 UNDER the second proviso to Section 30 (1) no appeal can be made if the parties have agreed beforehand to abide by the Commissioner's decision This offers a simple method of avoiding unnecessary litigation by making the Commissioner a final arbitrator on all the points at issue The procedure to be followed where one party expresses a desire to abide by the Commissioner's decision will be found in Rule 35 Again no appeal is possible if the Commissioner's order gives effect to an agreement come to by the parties This appears to be intended primarily to cover consent orders i.e., those cases where agreement is reached in the course of the proceedings before the Commissioner and it can possibly be held to apply only to such cases Cases where the Commissioner gives effect to an agreement reached before he is approached by recovering in accordance with Section 31 compensation payable under it are not appealable in any case for there is no reference to orders for recovery in the main part of Section 30 (1) Cases where the Commissioner registers an agreement are expressly included in clause (e) of Section 30 (1) and the concluding words of the second proviso cannot be regarded as withdrawing the right conferred by that clause except where the registration was by consent

324 AN employer appealing against the award of a lump sum must before filing his appeal deposit the amount awarded by the Commissioner with that officer, and secure from him a certificate to the effect that the sum has been deposited The Commissioner under Section 30A can withhold payment of the sum to the workman and he must withhold it if the High Court

so directs. It is suggested that, unless the appeal is obviously frivolous, the Commissioner would not ordinarily be justified in disbursing any substantial sum, as by so doing he would tend to nullify the High Court's decision in advance. It is worth observing that the last proviso to Section 30 (1) and Section 30 A were substituted by the Legislative Assembly for proposals to allow the Commissioner to disburse a small sum to dependants in need. If a dependant to whom compensation was awarded has been left destitute and the Commissioner considers that the appeal has little prospect of success, he will probably be justified, in the absence of an order from the High Court, in disbursing small amounts to such a dependant.

325 In those cases which are brought by seamen serving on British or other ships registered outside India under the special stipulations included in the Articles of Agreement for Lascars, the rights of the seaman under the Workmen's Compensation Act are not affected by the fact that the ship is not registered under the Indian Navigation Act. The stipulations are not intended to supersede the provisions of the Act by which the employer agrees to treat the seamen for purposes of compensation as if they come under the Act and to accept the arbitration of the Workmen's Compensation Commissioner in the event of a dispute. The stipulations however, do not operate to destroy the rights of the seaman under the Act (see Section 17), so that a seaman included in item (v) of Schedule II will, if he is injured in territorial waters, have the full rights conferred by the Act, including the right of appeal.



# THE WORKMEN'S COMPENSATION ACT, 1923

(VIII OF 1923)

(As amended up to the 1st March 1936)

## CONTENTS

---

### CHAPTER I

#### PRELIMINARY

#### SECTIONS

- 1 Short title extent and commencement
  - 2 Definitions
- 

### CHAPTER II

#### WORKMEN'S COMPENSATION

- 3 Employer's liability for compensation
- 4 Amount of compensation
- 5 Method of calculating wages
- 6 Review
- 7 Commutation of half monthly payments
- 8 Distribution of compensation
- 9 Compensation not to be assigned attached or charged
- 10 Notice and claim
- 10A Power to require from employers statements regarding fatal accidents
- 10B Reports of fatal accidents
- 11 Medical examination
- 12 Contracting
- 13 Remedies of employer against stranger
- 14 Insolvency of employer
- 15 Special provisions relating to masters and seamen
- 16 Returns as to compensation
- 17 Contracting out
- 18 Proof of age
- 18½ Penalties

## CHAPTER III

### COMMISSIONERS

#### SECTIONS

- 19 Reference to Commissioners
  - 20 Appointment of Commissioners
  - 21 Venue of proceedings and transfer
  - 22 Form of application
  - 22A Power of Commissioner to require further deposit in cases of fatal accident
  - 23 Powers and procedure of Commissioners
  - 24 Appearance of parties
  - 25 Method of recording evidence
  - 26 Costs
  - 27 Power to submit cases
  - 28 Registration of agreements
  - 29 Effect of failure to register agreement
  - 30 Appeals
  - 30A Withholding of certain payments pending decision of appeal
  - 31 Recovery
- 

## CHAPTER IV

### RULES

- 32 Power of the Governor General in Council to make rules
  - 33 Power of Local Government to make rules
  - 34 Publication of rules
  - 35 Rules to give effect to arrangements with other countries for the transfer of money paid as compensation
- 

SCHEDULE I—LIST OF INJURIES DEEMED TO RESULT IN PERMANENT PARTIAL DISABILITY

SCHEDULE II—LIST OF PERSONS WHO, SUBJECT TO THE PROVISIONS OF SECTION 2 (1) (n), ARE INCLUDED IN THE DEFINITION OF WORKMEN

SCHEDULE III—LIST OF OCCUPATIONAL DISEASES

SCHEDULE IV—COMPENSATION PAYABLE IN CERTAIN CASES

## ACT No VIII of 1923

An Act to provide for the payment by certain classes of employers to their workmen of compensation for injury by accident

Whereas it is expedient to provide for the payment by certain classes of employers to their workmen of compensation for injury by accident, It is hereby enacted as follows —

\*Reference in commentary : paragraph 59.

### CHAPTER I

#### PRELIMINARY

1 (1) This Act may be called the Workmen's Compensation Act, 1923 Short title  
Act, 1923 extent as  
commentary

(2) It extends to the whole of British India, including British Baluchistan and the Santhal Parganas

References in commentary . paragraphs 9, 35-6

(3) It shall come into force on the first day of July, 1924

Reference in commentary • paragraph 6

2 (1) In this Act, unless there is anything repugnant in the subject or context,—

(a) "adult" and "minor" mean respectively a person who is not and a person who is under the age of fifteen years,

References in commentary paragraphs 142-3, 208

(b) "Commissioner" means a Commissioner for Workmen's Compensation appointed under section 20,

(c) "compensation" means compensation as provided for by this Act,

References in commentary • paragraphs 88, 198

(d) "dependant" means any of the following relatives of a deceased workman namely —

(i) a wife, a minor legitimate son, an unmarried legitimate daughter, or a widowed mother, and

\*The references in commentary inserted after sections or sub sections are not part of the Act, but indicate the paragraphs in the preceding part of this book where reference is made to these sections or sub sections, or to phrases in them. Paragraphs containing decisions are shown in heavier type the other paragraphs contain less important references

- (ii) if wholly or in part dependant on the earnings of the workman at the time of his death, a husband, a parent other than a widowed mother, a minor illegitimate son, an unmarried illegitimate daughter, a daughter legitimate or illegitimate if married and a minor or if widowed, a minor brother, an unmarried or widowed sister, a widowed daughter in law, a minor child of a deceased son, or, where no parent of the workman is alive, a paternal grandparent,

References in commentary : paragraphs 275-7, 289, 316, 10

- (e) "employer" includes any body of persons whether incorporated or not and any managing agent of an employer and the legal representative of a deceased employer, and, when the services of a workman are temporarily lent or let on hire to another person by the person with whom the workman has entered into a contract of service or apprenticeship, means such other person while the workman is working for him,

References in commentary : paragraphs 60-63, 57, 184

- (f) "managing agent" means any person appointed or acting as the representative of another person for the purpose of carrying on such other person's trade or business, but does not include an individual manager subordinate to an employer,

References in commentary : paragraphs 62, 185

- (g) "partial disablement" means, where the disablement is of a temporary nature, such disablement as reduces the earning capacity of a workman in any employment in which he was engaged at the time of the accident resulting in the disablement and, where the disablement is of a permanent nature, such disablement as reduces his earning capacity in every employment which he was capable of undertaking at that time provided that every injury specified in Schedule I shall be deemed to result in permanent partial disablement

References in commentary : paragraphs 151, 158, 97

- (h) "prescribed" means prescribed by rules made under this Act

- (t) "qualified medical practitioner" means any person registered under the Medical Act, 1858 or any Act amending the same, or under any Act of any Legislature in British India providing for the maintenance of a register of medical practitioners, or, in any area where no such last-mentioned Act is in force, any person declared by the Local Government by notification in the local official Gazette to be a qualified medical practitioner for the purposes of this Act,

References in commentary : paragraphs 190, 204

- (l) "seaman" means any person forming part of the crew of any ship but does not include the master of the ship

Reference in commentary : paragraph 35

- (l) "total disablement" means such disablement whether of a temporary or permanent nature which incapacitates a workman for all work which he was capable of performing at the time of the accident resulting in such disablement provided that permanent total disablement shall be deemed to result from the permanent total loss of the sight of both eyes or from any combination of injuries specified in Schedule I where the aggregate percentage of the loss of earning capacity as specified in that Schedule against those injuries amounts to one hundred per cent ,

References in commentary : paragraphs 147, 97.

- (m) "wages" includes any privilege or benefit which is capable of being estimated in money other than a travelling allowance or the value of any travelling concession or a contribution paid by the employer of a workman towards any pension or provident fund or a sum paid to a workman to cover any special expenses entailed on him by the nature of his employment

References in commentary : paragraphs 164-8, 57, 56

- (n) "work man" means any person (other than a person whose employment is of a casual nature and who is employed otherwise than for the purposes of the employer's trade or business) who is—

## References in commentary —

general , paragraphs 10, 168

" casual nature " , paragraphs 52-3, 55, 12

" employed otherwise than, " etc paragraphs 54-5, 12

- 1890 (i) a railway servant as defined in section 3 of the Indian Railways Act 1890 not permanently employed in any administrative, district or sub divisional office of a railway and not employed in any such capacity as is specified in Schedule II, or

## References in commentary paragraphs 11-15

- (ii) employed on monthly wages not exceeding three hundred rupees in any such capacity as is specified in Schedule II

## References in commentary paragraphs 56-7, 10

whether the contract of employment was made before or after the passing of this Act and whether such contract is expressed or implied oral or in writing but does not include any person working in the capacity of a member of His Majesty's naval military or air forces or of the Royal Indian Marine Service and any reference to a workman who has been injured shall where the workman is dead include a reference to his dependants or any of them

## References in commentary —

" contract of employment " , paragraph 60

" member of His Majesty's forces, " etc .  
paragraphs 58 15

" any reference to a workman who has been injured "  
etc , paragraphs 145 6, 85

- (2) The exercise and performance of the powers and duties of a local authority or of any department of the Government shall for the purposes of this Act unless a contrary intention appears be deemed to be the trade or business of such authority or department

## Reference in commentary paragraph 69

- (3) The Governor General in Council after giving by notification in the *Gazette of India* not less than three months notice of his intention so to do may by a like notification add to Schedule II any class of persons employed in any occupation

which he is satisfied is a hazardous occupation, and the provisions of this Act shall thenceupon apply to such classes of persons

Provided that in making such addition the Governor General in Council may direct that the provisions of this Act shall apply to such classes of persons in respect of specified injuries only.

References in commentary : paragraphs 50-51, 10

## CHAPTER II

### WORKMEN'S COMPENSATION

3. (1) If personal injury is caused to a workman by accident arising out of and in the course of his employment, his employer shall be liable to pay compensation in accordance with the provisions of this Chapter

Employer's liability for compensation

References in commentary :—

"personal injury" ; paragraphs 95-8.

"accident" ; paragraphs 99-104

"arising out of employment" , paragraphs 115-127,  
105-6

"in the course of his employment" : paragraphs  
107-114, 105-6.

general ; paragraphs 60, 143

Provided that the employer shall not be so liable—

(a) in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding seven days.

References in commentary: paragraphs 159-160, 96, 128

(b) in respect of any injury, not resulting in death, caused by an accident which is directly attributable to—

(i) the workman having been at the time thereof under the influence of drink or drugs, or

(ii) the wilful disobedience of the workman to an order expressly given or to a rule expressly framed, for the purpose of securing the safety of workmen or

(iii) the wilful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing the safety of workmen .

**References in commentary :—**

proviso generally ; paragraphs 128-133, 290, 140  
 clause (i), paragraph 130.  
 clause (ii), paragraphs 131-2, 127.  
 clause (iii), paragraph 133.

(2) If a workman employed in any employment involving the handling of wool, hair, bristles or animal carcasses or parts of such carcasses, or in the loading, unloading or transport of any merchandise, or in any work in connection with animals infected with anthrax contracts the disease of anthrax, or if a workman, whilst in the service of an employer in whose service he has been employed for a continuous period of not less than six months in any employment specified in Schedule III, contracts any disease specified therein as an occupational disease peculiar to that employment, the contracting of the disease shall be deemed to be an injury by accident within the meaning of this section and, unless the employer proves the contrary, the accident shall be deemed to have arisen out of and in the course of the employment

*Explanation* —For the purposes of this sub section a period of service shall be deemed to be continuous which has not included a period of service under any other employer.

**References in commentary : paragraphs 134-6, 99, 100, 181**

(3) The Governor General in Council, after giving, by notification in the *Gazette of India*, not less than three months' notice of his intention so to do, may, by a like notification, add any description of employment to the employments specified in Schedule III, and shall specify in the case of the employment so added the diseases which shall be deemed for the purposes of this section to be occupational diseases peculiar to those employments respectively, and the provisions of sub section (2) shall thereupon apply as if such diseases had been declared by this Act to be occupational diseases peculiar to those employments

**Reference in commentary : paragraph 134.**

(4) Save as provided by sub sections (2) and (3), no compensation shall be payable to a workman in respect of any disease unless the disease is directly attributable to a specific injury by accident arising out of and in the course of his employment

**References in commentary : paragraphs 137-140, 134**

(5) Nothing herein contained shall be deemed to confer any right to compensation on a workman in respect of any injury if he has instituted in a Civil Court a suit for damages in respect of the injury against the employer or any other person, and no suit for damages shall be maintainable by a workman in any Court of law in respect of any injury—

- (a) if he has instituted a claim to compensation in respect of the injury before a Commissioner, or
- (b) if an agreement has been come to between the workman and his employer providing for the payment of compensation in respect of the injury in accordance with the provisions of this Act

References in commentary: paragraphs 84-8

4 (1) Subject to the provisions of this Act, the amount of compensation shall be as follows, namely — Amount of compensation.

A Where death results from the injury—

- (i) in the case of an adult in receipt of monthly wages falling within limits shown in the first column of Schedule IV—the amount shown against such limits in the second column thereof, and
- (ii) in the case of a minor—two hundred rupees,

References in commentary: paragraphs 144, 96

B Where permanent total disablement results from the injury—

- (i) in the case of an adult in receipt of monthly wages falling within limits shown in the first column of Schedule IV—the amount shown against such limits in the third column thereof, and
- (ii) in the case of a minor—two hundred rupees,

References in commentary : paragraphs 147-9, 96

C Where permanent partial disablement results from the injury—

- (i) in the case of an injury specified in Schedule I, such percentage of the compensation which would have been payable in the case of permanent total disablement as is specified therein as being the percentage of the loss of earning capacity caused by that injury, and

- (ii) in the case of an injury not specified in Schedule I, such percentage of the compensation payable in the case of permanent total disablement as is proportionate to the loss of earning capacity permanently caused by the injury

*Explanation*—Where more injuries than one are caused by the same accident the amount of compensation payable under this head shall be aggregated but not so in any case as to exceed the amount which would have been payable if permanent total disablement had resulted from the injuries,

References in commentary : paragraphs 151-7, 96

D Where temporary disablement, whether total or partial, results from the injury, a half monthly payment payable on the sixteenth day after the expiry of a waiting period of seven days from the date of the disablement, and thereafter half monthly during the disablement or during a period of five years, whichever period is shorter—

- (i) in the case of an adult in receipt of monthly wages falling within limits shown in the first column of Schedule IV—of the sum shown against such limits in the fourth column thereof, and
- (ii) in the case of a minor—of one half of his monthly wages subject to a maximum of thirty rupees

References in commentary : paragraphs 158-163, 96

Provided that—

- (a) there shall be deducted from any lump sum or half monthly payments to which the workman is entitled the amount of any payment or allowance which the workman has received from the employer by way of compensation during the period of disablement prior to the receipt of such lump sum or of the first half monthly payment, as the case may be and

References in commentary : paragraphs 145-6, 150, 162, 228  
32, 281

- (b) no half monthly payment shall in any case exceed the amount if any, by which half the amount of the monthly wages of the workman before the accident exceeds half the amount of such wages which he is earning after the accident

Reference in commentary : paragraph 162

(2) On the ceasing of the disablement before the date on which any half monthly payment falls due, there shall be payable in respect of that half-month a sum proportionate to the duration of the disablement in that half-month

Reference in commentary : paragraph 208.

5 (1) For the purposes of this Act the monthly wages of a workman shall be calculated as follows, namely —

Method of calculating wages

- (a) where the workman has, during a continuous period of not less than twelve months immediately preceding the accident, been in the service of the employer who is liable to pay compensation, the monthly wages of the workman shall be one twelfth of the total wages which have fallen due for payment to him by the employer in the last twelve months of that period,
- (b) where the whole of the continuous period of service immediately preceding the accident during which the workman was in the service of the employer who is liable to pay the compensation was less than one month, the monthly wages of the workman shall be deemed to be the average monthly amount which, during the twelve months immediately preceding the accident, was being earned by a workman employed on the same work by the same employer, or, if there was no workman so employed, by a workman employed on similar work in the same locality,
- (c) in other cases, the monthly wages shall be thirty times the total period of from the . divided by the number of days comprising such period

References in commentary : paragraphs 169-178, 168, 56

*Explanation* — A period of service shall, for the purposes of this section be deemed to be continuous which has not been interrupted by a period of absence from work exceeding fourteen days

Reference in commentary : paragraph 135.

6 (1) Any half monthly payment payable under this Act, either under an agreement between the parties or under the order of a Commissioner, may be reviewed by the Commissioner, on

the application either of the employer or of the workman accompanied by the certificate of a qualified medical practitioner that there has been a change in the condition of the workman or, subject to rules made under this Act, on application made without such certificate

(2) Any half monthly payment may, on review under this section, subject to the provisions of this Act, be continued, increased, decreased or ended, or if the accident is found to have resulted in permanent disablement, be converted to the lump sum to which the workman is entitled less any amount which he has already received by way of half-monthly payments

**References in commentary :** paragraphs 267-272, 303, 237

Commutation  
of half  
monthly  
payments

7 Any right to receive half monthly payments may, by agreement between the parties or, if the parties cannot agree and the payments have been continued for not less than six months, on the application of either party to the Commissioner be redeemed by the payment of a lump sum of such amount as may be agreed to by the parties or determined by the Commissioner, as the case may be

**References in commentary :** paragraphs 210-5, 319

Distribution  
of compen-  
sation

8 (1) No payment of compensation in respect of a workman whose injury has resulted in death, and no payment of a lump sum as compensation to a woman or a person under a legal disability, shall be made otherwise than by deposit with the Commissioner, and no such payment made directly by an employer shall be deemed to be a payment of compensation.

Provided that, in the case of a deceased workman, an employer may make to any dependant advances on account of compensation not exceeding an aggregate of one hundred rupees, and so much of such aggregate as does not exceed the compensation payable to that dependant shall be deducted by the Commissioner from such compensation and repaid to the employer,

**References in commentary :** paragraphs 279-281, 208, 209, 150.

(2) Any other sum amounting to not less than ten rupees which is payable as compensation may be deposited with the Commissioner on behalf of the person entitled thereto

**References in commentary :** paragraphs 207, 300.

(3) The receipt of the Commissioner shall be a sufficient discharge in respect of any compensation deposited with him

(4) On the deposit of any money under sub section (1) as compensation in respect of a deceased workman the Commissioner shall deduct therefrom the actual cost of the workman's funeral expenses, to an amount not exceeding twenty five rupees and pay the same to the person by whom such expenses were incurred, and shall, if he thinks necessary, cause notice to be published or to be served on each dependant in such manner as he thinks fit, calling upon the dependants to appear before him on such date as he may fix for determining the distribution of the compensation If the Commissioner is satisfied after any inquiry which he may deem necessary, that no dependant exists he shall repay the balance of the money to the employer by whom it was paid The Commissioner shall, on application by the employer, furnish a statement showing in detail all disbursements made

References in commentary : paragraphs 280-1, 293-4, 296, 299

(5) Compensation deposited in respect of a deceased workman shall, subject to any deduction made under sub section (4), be apportioned among the dependants of the deceased workman or any of them in such proportion as the Commissioner thinks fit, or may, in the discretion of the Commissioner, be allotted to any one dependant

References in commentary : paragraphs 298, 286.

(6) Where any compensation deposited with the Commissioner is payable to any person, the Commissioner shall, if the person to whom the compensation is payable is not a woman or a person under a legal disability, and may, in other cases, pay the money to the person entitled thereto

Reference in commentary : paragraph 206

(7) Where any lump sum deposited with the Commissioner is payable to a woman or a person under a legal disability, such sum may be invested, applied or otherwise dealt with for the benefit of the woman, or of such person during his disability, in such manner as the Commissioner may direct, and where a half monthly payment is payable to any person under a legal disability, the Commissioner may, of his own motion or on an application made to him in this behalf, order that the payment be made during the disability to any dependant of the workman or to any other

person whom the Commissioner thinks best fitted to provide for the welfare of the workman

**References in commentary:** paragraphs 208, 299, 209, 301

(8) Where, on application made to him in this behalf or otherwise, the Commissioner is satisfied that, on account of neglect of children on the part of a parent or on account of the variation of the circumstances of any dependant or for any other sufficient cause, an order of the Commissioner as to the distribution of any sum paid as compensation or as to the manner in which any sum payable to any such dependant is to be invested, applied or otherwise dealt with, ought to be varied, the Commissioner may make such orders for the variation of the former order as he thinks just in the circumstances of the case

Provided that no such order prejudicial to any person shall be made unless such person has been given an opportunity of showing cause why the order should not be made, or shall be made in any case in which it would involve the repayment by a dependant of any sum already paid to him

**References in commentary:** paragraphs 300-1, 302

(9) Where the Commissioner varies any order under subsection (8) by reason of the fact that payment of compensation to any person has been obtained by fraud, impersonation or other improper means, any amount so paid to or on behalf of such person may be recovered in the manner hereinafter provided in section 31

**References in commentary:** paragraphs 302, 301

Compensation  
not to be  
assigned  
attached or  
charged.

9 Save as provided by this Act, no lump sum or half-monthly payment payable under this Act shall in any way be capable of being assigned or charged or be liable to attachment or pass to any person other than the workman by operation of law, nor shall any claim be set off against the same

**Reference in commentary:** paragraph 313.

Notice and  
claim

10 (1) No proceedings for the recovery of compensation shall be maintainable before a Commissioner unless notice of the accident has been given, in the manner hereinafter provided, as soon as practicable after the happening thereof and before the workman has voluntarily left the employment in which he was injured, and unless the claim for compensation with respect to such accident has been instituted within six months of the occurrence of the accident or, in case of death, within six months from the date of death :

**References in commentary:—**

provisions relating to notice ; paragraphs 174-5, 177, 179-180, 187, 241

provisions relating to institution of claim ; paragraphs 242-3, 272, 295, 303, 241, 143

Provided that, where the accident is the contracting of a disease in respect of which the provisions of sub section (2) of section 3 are applicable, the accident shall be deemed to have occurred on the first of the days during which the workman was continuously absent from work in consequence of the disablement caused by the disease

**Reference in commentary:** paragraph 191

Provided further that the want of or any defect or irregularity in a notice shall not be a bar to the maintenance of proceedings—

- (a) if the claim is made in respect of the death of a workman resulting from an accident which occurred on the premises of the employer, or at any place where the workman at the time of the accident was working under the control of the employer or of any person employed by him, and the workman died on such premises or at such place, or on any premises belonging to the employer, or died without having left the vicinity of the premises or place where the accident occurred, or
- (b) if the employer had knowledge of the accident from any other source at or about the time when it occurred.

**References in commentary** paragraphs 182-4, 185, 243

Provided, further, that the Commissioner may admit and decide any claim to compensation in any case notwithstanding that the notice has not been given or the claim has not been instituted, in due time as provided in this sub section, if he is satisfied that the failure so to give the notice or institute the claim, as the case may be, was due to sufficient cause

**References in commentary.** paragraphs 243, 244-252

- (2) Every such notice shall give the name and address of the person injured and shall state in ordinary language the cause of the injury and the date on which the accident happened and shall be served on the employer or upon any one of several employers, or upon any person directly responsible to the employer

for the management of any branch of the trade or business in which the injured workman was employed

**References in commentary :** paragraphs 175-6, 72, 184

(3) The Local Government may require that any prescribed class of employers shall maintain at their premises at which workmen are employed a notice book, in the prescribed form, which shall be readily accessible at all reasonable times to any injured workman employed on the premises and to any person acting *bona fide* on his behalf

**References in commentary :** paragraphs 179, 189.

(4) A notice under this section may be served by delivering it at, or sending it by registered post addressed to, the residence or any office or place of business of the person on whom it is to be served, or, where a notice book is maintained, by entry in the notice book

**References in commentary :** paragraphs 175, 177

**10A** (1) Where a Commissioner receives information from any source that a workman has died as a result of an accident arising out of and in the course of his employment, he may send by registered post a notice to the workman's employer requiring him to submit, within thirty days of the service of the notice, a statement, in the prescribed form, giving the circumstances attending the death of the workman, and indicating whether, in the opinion of the employer, he is or is not liable to deposit compensation on account of the death

(2) If the employer is of opinion that he is liable to deposit compensation, he shall make the deposit within thirty days of the service of the notice

(3) If the employer is of opinion that he is not liable to deposit compensation, he shall in his statement indicate the grounds on which he disclaims liability

(4) Where the employer has so disclaimed liability, the Commissioner, after such enquiry as he may think fit, may inform any of the dependants of the deceased workman that it is open to the dependants to prefer a claim for compensation, and may give them such other further information as he may think fit

**References in commentary :** paragraphs 288-292

**10B.** (1) Where, by any law for the time being in force, notice is required to be given to any authority, by or on behalf

of an employer, of any accident occurring on his premises which results in death, the person required to give the notice shall, within seven days of the death, send a report to the Commissioner giving the circumstances attending the death

Provided that where the Local Government has so prescribed the person required to give the notice may instead of sending such report to the Commissioner send it to the authority to whom he is required to give the notice

(2) The Local Government may, by notification in the local official Gazette, extend the provisions of sub section (1) to any class of premises other than those coming within the scope of that sub section, and may, by such notification, specify the persons who shall send the report to the Commissioner

References in commentary: paragraphs 283-7, 292, 94.

11. (1) Where a workman has given notice of an accident, <sup>Medical examination</sup> he shall, if the employer, before the expiry of three days from the time at which service of the notice has been effected, offers to have him examined free of charge by a qualified medical practitioner, submit himself for such examination, and any workman who is in receipt of a half monthly payment under this Act shall, if so required, submit himself for such examination from time to time

Provided that a workman shall not be required to submit himself for examination by a medical practitioner otherwise than in accordance with rules made under this Act, or at more frequent intervals than may be prescribed

References in commentary: paragraphs 189-192, 199

(2) If a workman, on being required to do so by the employer under sub section (1) or by the Commissioner at any time, refuses to submit himself for examination by a qualified medical practitioner or in any way obstruct the same his right to compensation shall be suspended during the continuance of such refusal or obstruction unless, in the case of refusal, he was prevented by any sufficient cause from so submitting himself

References in commentary: paragraphs 195-7, 200

(3) If a workman, before the expiry of the period within which he is liable under sub section (1) to be required to submit himself for medical examination voluntarily leaves without having been so examined the vicinity of the place in which he was employed, his right to compensation shall be suspended until he returns and offers himself for such examination

References in commentary: paragraphs 194, 195, 200.

(4) Where a workman, whose right to compensation has been suspended under sub section (2) or sub section (3), dies without having submitted himself for medical examination as required by either of those sub sections, the Commissioner may, if he thinks fit, direct the payment of compensation to the dependents of the deceased workman

References in commentary · paragraphs 198, 237

(5) Where under sub section (2) or sub section (3) a right to compensation is suspended, no compensation shall be payable in respect of the period of suspension, and, if the period of suspension commences before the expiry of the waiting period referred to in clause D of sub section (1) of section 4, the waiting period shall be increased by the period during which the suspension continues

References in commentary · paragraph 197.

(6) Where an injured workman has refused to be attended by a qualified medical practitioner whose services have been offered to him by the employer free of charge or having accepted such offer has deliberately disregarded the instructions of such medical practitioner, then, if it is thereafter proved that the workman has not been regularly attended by a qualified medical practitioner and that such refusal, failure or disregard was unreasonable in the circumstances of the case and that the injury has been aggravated thereby, the injury and resulting disablement shall be deemed to be of the same nature and duration as they might reasonably have been expected to be if the workman had been regularly attended by a qualified medical practitioner, and compensation, if any, shall be payable accordingly

References in commentary · paragraphs 201-4, 140

**Contracting**

12 (1) Where any person (hereinafter in this section referred to as the principal) in the course of or for the purposes of his trade or business contracts with any other person (hereinafter in this section referred to as the contractor) for the execution by or under the contractor of the whole or any part of any work which is ordinarily part of the trade or business of the principal, the principal shall be liable to pay to any workman employed in the execution of the work any compensation which he would have been liable to pay if that workman had been immediately employed by him, and where compensation is claimed from the

principal this Act shall apply as if references to the principal were substituted for references to the employer except that the amount of compensation shall be calculated with reference to the wages of the workman under the employer by whom he is immediately employed

**References in commentary paragraphs 64 9, 71, 72, 184**

(2) Where the principal is liable to pay compensation under this section he shall be entitled to be indemnified by the contractor or any other person from whom the workman could have recovered compensation and where a contractor who is himself a principal is liable to pay compensation or to indemnify a principal under this section he shall be entitled to be indemnified by any person standing to him in the relation of a contractor from whom the workman could have recovered compensation and all questions as to the right to and the amount of any such indemnity shall in default of agreement be settled by the Commissioner

**References in commentary paragraphs 73, 75 6, 259**

(3) Nothing in this section shall be construed as preventing a workman from recovering compensation from the contractor instead of the principal

**Reference in commentary paragraph 71**

(4) This section shall not apply in any case where the accident occurred elsewhere than on or about the premises on which the principal has undertaken or usually undertakes as the case may be to execute the work or which are otherwise under his control or management

**Reference in commentary paragraph 70**

13 Where a workman has recovered compensation in respect of any injury caused under circumstances creating a legal liability of some person other than the person by whom the compensation was paid to pay damages in respect thereof the person by whom the compensation was paid and any person who has been called on to pay an indemnity under section 12 shall be entitled to be indemnified by the person liable to pay damages as aforesaid

**References in commentary paragraphs 77 9**

14 (1) Where any employer has entered into a contract with any insurers in respect of any liability under this Act to any workman then in the event of the employer becoming insolvent or making a composition or scheme of arrangement with his

creditors or, if the employer is a company, in the event of the company having commenced to be wound up, the rights of the employer against the insurers as respects that liability shall, notwithstanding anything in any law for the time being in force relating to insolvency or the winding up of companies, be transferred to and vest in the workman, and upon any such transfer the insurers shall have the same rights and remedies and be subject to the same liabilities as if they were the employer, so, however, that the insurers shall not be under any greater liability to the workman than they would have been under to the employer.

(2) If the liability of the insurers to the workman is less than the liability of the employer to the workman, the workman may prove for the balance in the insolvency proceedings or liquidation.

(3) Where in any case such as is referred to in sub section (1) the contract of the employer with the insurers is void or voidable by reason of non compliance on the part of the employer with any terms or conditions of the contract (other than a stipulation for the payment of premia), the provisions of that sub section shall apply as if the contract were not void or voidable and the insurers shall be entitled to prove in the insolvency proceedings or liquidation for the amount paid to the workman.

Provided that the provisions of this sub section shall not apply in any case in which the workman fails to give notice to the insurers of the happening of the accident and of any resulting disablement as soon as practicable after he becomes aware of the institution of the insolvency or liquidation proceedings.

(4) There shall be deemed to be included among the debts which under section 49 of the Presidency towns Insolvency Act, 1909 or under section 61 of the Provincial Insolvency Act, 1920, or under section 230 of the Indian Companies Act, 1913, are in the distribution of the property of an insolvent or in the distribution of the assets of a company being wound up to be paid in priority to all other debts, the amount due in respect of any compensation the liability wherefor accrued before the date of the order of adjudication of the insolvent or the date of the commencement of the winding up, as the case may be, and those Acts shall have effect accordingly.

(5) Where the compensation is a half monthly payment, the amount due in respect thereof shall for the purposes of this section be taken to be the amount of the lump sum for which the half-monthly payment could, if redeemable, be redeemed if application

III of 1909  
V of 1920  
VII of 1913

were made for that purpose under section 7, and a certificate of the Commissioner as to the amount of such sum shall be conclusive proof thereof

(6) The provisions of sub section (4) shall apply in the case of any amount for which an insurer is entitled to prove under sub section (3), but otherwise those provisions shall not apply where the insolvent or the company being wound up has entered into such a contract with insurers as is referred to in sub section (1)

(7) This section shall not apply where a company is wound up voluntarily merely for the purposes of reconstruction or of amalgamation with another company

References in commentary : paragraphs 89-91.

15. This Act shall apply in the case of workmen who are special masters of ships or seamen subject to the following modifications, namely —

(1) The notice of the accident and the claim for compensation may, except where the person injured is the master of the ship be served on the master of the ship as if he were the employer, element commenced any seaman to give

References in commentary : paragraphs 185, 176

(2) In the case of the death of a master or seaman the claim for compensation shall be made within six months after the news of the death has been received by the claimant or, where the ship has been or is deemed to have been lost with all hands, within eighteen months of the date on which the ship was, or is deemed to have been, so lost

Reference in commentary : paragraph 295

(3) Where an injured master or seaman is discharged or left behind in any part of His Majesty's dominions or in a foreign country, any depositions taken by any Judge or Magistrate in that part or by any Consular Officer in the foreign country and transmitted by the person by whom they are taken to the Governor General in Council or any Local Government shall, in any proceedings for enforcing the claim be admissible in evidence—

(a) if the deposition is authenticated by the signature of the Judge, Magistrate or Consular Officer before whom it is made,

- (b) if the defendant or the person accused as the case may be had an opportunity by himself or his agent to cross examine the witness and
- (c) if the deposition was made in the course of a criminal proceeding on proof that the deposition was made in the presence of the person accused,

and it shall not be necessary in any case to prove the signature or official character of the person appearing to have signed any such deposition and a certificate by such person that the defendant or the person accused had an opportunity of cross examining the witness and that the deposition if made in a criminal proceeding was made in the presence of the person accused shall unless the contrary is proved be sufficient evidence that he had that opportunity and that it was so made

#### References in commentary paragraph 264

(4) In the case of the death of a master or seaman leaving no dependants the Commissioner shall if the owner of the ship is under any law in force for the time being in British India relating to merchant shipping liable to pay the expenses of burial of the master or seaman return to the employer the full amount of the compensation deposited under sub section (1) of section 8 without making the deduction referred to in sub section (4) of that section

(5) No half monthly payment shall be payable in respect of the period during which the owner of the ship is under any law in force for the time being in British India relating to merchant shipping liable to defray the expenses of maintenance of the injured master or seaman

14 - 15 - 16 - 17 - 18 - 19 - 20 - 21 - 22 - 23 - 24 - 25 - 26 - 27 - 28 - 29 - 30 - 31 - 32 - 33 - 34 - 35 - 36 - 37 - 38 - 39 - 40 - 41 - 42 - 43 - 44 - 45 - 46 - 47 - 48 - 49 - 50 - 51 - 52 - 53 - 54 - 55 - 56 - 57 - 58 - 59 - 60 - 61 - 62 - 63 - 64 - 65 - 66 - 67 - 68 - 69 - 70 - 71 - 72 - 73 - 74 - 75 - 76 - 77 - 78 - 79 - 80 - 81 - 82 - 83 - 84 - 85 - 86 - 87 - 88 - 89 - 90 - 91 - 92 - 93 - 94 - 95 - 96 - 97 - 98 - 99 - 100 - 101 - 102 - 103 - 104 - 105 - 106 - 107 - 108 - 109 - 110 - 111 - 112 - 113 - 114 - 115 - 116 - 117 - 118 - 119 - 120 - 121 - 122 - 123 - 124 - 125 - 126 - 127 - 128 - 129 - 130 - 131 - 132 - 133 - 134 - 135 - 136 - 137 - 138 - 139 - 140 - 141 - 142 - 143 - 144 - 145 - 146 - 147 - 148 - 149 - 150 - 151 - 152 - 153 - 154 - 155 - 156 - 157 - 158 - 159 - 160 - 161 - 162 - 163 - 164 - 165 - 166 - 167 - 168 - 169 - 170 - 171 - 172 - 173 - 174 - 175 - 176 - 177 - 178 - 179 - 180 - 181 - 182 - 183 - 184 - 185 - 186 - 187 - 188 - 189 - 190 - 191 - 192 - 193 - 194 - 195 - 196 - 197 - 198 - 199 - 200 - 201 - 202 - 203 - 204 - 205 - 206 - 207 - 208 - 209 - 210 - 211 - 212 - 213 - 214 - 215 - 216 - 217 - 218 - 219 - 220 - 221 - 222 - 223 - 224 - 225 - 226 - 227 - 228 - 229 - 230 - 231 - 232 - 233 - 234 - 235 - 236 - 237 - 238 - 239 - 240 - 241 - 242 - 243 - 244 - 245 - 246 - 247 - 248 - 249 - 250 - 251 - 252 - 253 - 254 - 255 - 256 - 257 - 258 - 259 - 260 - 261 - 262 - 263 - 264 - 265 - 266 - 267 - 268 - 269 - 270 - 271 - 272 - 273 - 274 - 275 - 276 - 277 - 278 - 279 - 280 - 281 - 282 - 283 - 284 - 285 - 286 - 287 - 288 - 289 - 290 - 291 - 292 - 293 - 294 - 295 - 296 - 297 - 298 - 299 - 300 - 301 - 302 - 303 - 304 - 305 - 306 - 307 - 308 - 309 - 310 - 311 - 312 - 313 - 314 - 315 - 316 - 317 - 318 - 319 - 320 - 321 - 322 - 323 - 324 - 325 - 326 - 327 - 328 - 329 - 330 - 331 - 332 - 333 - 334 - 335 - 336 - 337 - 338 - 339 - 340 - 341 - 342 - 343 - 344 - 345 - 346 - 347 - 348 - 349 - 350 - 351 - 352 - 353 - 354 - 355 - 356 - 357 - 358 - 359 - 360 - 361 - 362 - 363 - 364 - 365 - 366 - 367 - 368 - 369 - 370 - 371 - 372 - 373 - 374 - 375 - 376 - 377 - 378 - 379 - 380 - 381 - 382 - 383 - 384 - 385 - 386 - 387 - 388 - 389 - 390 - 391 - 392 - 393 - 394 - 395 - 396 - 397 - 398 - 399 - 400 - 401 - 402 - 403 - 404 - 405 - 406 - 407 - 408 - 409 - 410 - 411 - 412 - 413 - 414 - 415 - 416 - 417 - 418 - 419 - 420 - 421 - 422 - 423 - 424 - 425 - 426 - 427 - 428 - 429 - 430 - 431 - 432 - 433 - 434 - 435 - 436 - 437 - 438 - 439 - 440 - 441 - 442 - 443 - 444 - 445 - 446 - 447 - 448 - 449 - 450 - 451 - 452 - 453 - 454 - 455 - 456 - 457 - 458 - 459 - 460 - 461 - 462 - 463 - 464 - 465 - 466 - 467 - 468 - 469 - 470 - 471 - 472 - 473 - 474 - 475 - 476 - 477 - 478 - 479 - 480 - 481 - 482 - 483 - 484 - 485 - 486 - 487 - 488 - 489 - 490 - 491 - 492 - 493 - 494 - 495 - 496 - 497 - 498 - 499 - 500 - 501 - 502 - 503 - 504 - 505 - 506 - 507 - 508 - 509 - 510 - 511 - 512 - 513 - 514 - 515 - 516 - 517 - 518 - 519 - 520 - 521 - 522 - 523 - 524 - 525 - 526 - 527 - 528 - 529 - 530 - 531 - 532 - 533 - 534 - 535 - 536 - 537 - 538 - 539 - 540 - 541 - 542 - 543 - 544 - 545 - 546 - 547 - 548 - 549 - 550 - 551 - 552 - 553 - 554 - 555 - 556 - 557 - 558 - 559 - 560 - 561 - 562 - 563 - 564 - 565 - 566 - 567 - 568 - 569 - 570 - 571 - 572 - 573 - 574 - 575 - 576 - 577 - 578 - 579 - 580 - 581 - 582 - 583 - 584 - 585 - 586 - 587 - 588 - 589 - 589 - 590 - 591 - 592 - 593 - 594 - 595 - 596 - 597 - 598 - 599 - 600 - 601 - 602 - 603 - 604 - 605 - 606 - 607 - 608 - 609 - 610 - 611 - 612 - 613 - 614 - 615 - 616 - 617 - 618 - 619 - 620 - 621 - 622 - 623 - 624 - 625 - 626 - 627 - 628 - 629 - 630 - 631 - 632 - 633 - 634 - 635 - 636 - 637 - 638 - 639 - 640 - 641 - 642 - 643 - 644 - 645 - 646 - 647 - 648 - 649 - 650 - 651 - 652 - 653 - 654 - 655 - 656 - 657 - 658 - 659 - 660 - 661 - 662 - 663 - 664 - 665 - 666 - 667 - 668 - 669 - 669 - 670 - 671 - 672 - 673 - 674 - 675 - 676 - 677 - 678 - 679 - 679 - 680 - 681 - 682 - 683 - 684 - 685 - 686 - 687 - 688 - 689 - 689 - 690 - 691 - 692 - 693 - 694 - 695 - 696 - 697 - 698 - 699 - 699 - 700 - 701 - 702 - 703 - 704 - 705 - 706 - 707 - 708 - 709 - 709 - 710 - 711 - 712 - 713 - 714 - 715 - 716 - 717 - 718 - 719 - 719 - 720 - 721 - 722 - 723 - 724 - 725 - 726 - 727 - 728 - 729 - 729 - 730 - 731 - 732 - 733 - 734 - 735 - 736 - 737 - 738 - 739 - 739 - 740 - 741 - 742 - 743 - 744 - 745 - 746 - 747 - 748 - 749 - 749 - 750 - 751 - 752 - 753 - 754 - 755 - 756 - 757 - 758 - 759 - 759 - 760 - 761 - 762 - 763 - 764 - 765 - 766 - 767 - 768 - 769 - 769 - 770 - 771 - 772 - 773 - 774 - 775 - 776 - 777 - 778 - 779 - 779 - 780 - 781 - 782 - 783 - 784 - 785 - 786 - 787 - 788 - 789 - 789 - 790 - 791 - 792 - 793 - 794 - 795 - 796 - 797 - 798 - 799 - 799 - 800 - 801 - 802 - 803 - 804 - 805 - 806 - 807 - 808 - 809 - 809 - 810 - 811 - 812 - 813 - 814 - 815 - 816 - 817 - 818 - 819 - 819 - 820 - 821 - 822 - 823 - 824 - 825 - 826 - 827 - 828 - 829 - 829 - 830 - 831 - 832 - 833 - 834 - 835 - 836 - 837 - 838 - 839 - 839 - 840 - 841 - 842 - 843 - 844 - 845 - 846 - 847 - 848 - 849 - 849 - 850 - 851 - 852 - 853 - 854 - 855 - 856 - 857 - 858 - 859 - 859 - 860 - 861 - 862 - 863 - 864 - 865 - 866 - 867 - 868 - 869 - 869 - 870 - 871 - 872 - 873 - 874 - 875 - 876 - 877 - 878 - 879 - 879 - 880 - 881 - 882 - 883 - 884 - 885 - 886 - 887 - 888 - 889 - 889 - 890 - 891 - 892 - 893 - 894 - 895 - 896 - 897 - 898 - 899 - 899 - 900 - 901 - 902 - 903 - 904 - 905 - 906 - 907 - 908 - 909 - 909 - 910 - 911 - 912 - 913 - 914 - 915 - 916 - 917 - 918 - 919 - 919 - 920 - 921 - 922 - 923 - 924 - 925 - 926 - 927 - 928 - 929 - 929 - 930 - 931 - 932 - 933 - 934 - 935 - 936 - 937 - 938 - 939 - 939 - 940 - 941 - 942 - 943 - 944 - 945 - 946 - 947 - 948 - 949 - 949 - 950 - 951 - 952 - 953 - 954 - 955 - 956 - 957 - 958 - 959 - 959 - 960 - 961 - 962 - 963 - 964 - 965 - 966 - 967 - 968 - 969 - 969 - 970 - 971 - 972 - 973 - 974 - 975 - 976 - 977 - 978 - 979 - 979 - 980 - 981 - 982 - 983 - 984 - 985 - 986 - 987 - 988 - 989 - 989 - 990 - 991 - 992 - 993 - 994 - 995 - 996 - 997 - 998 - 999 - 999 - 1000

Returns as to  
compens  
sat on

nay by notification  
in the *Gazette of India* direct that every person employing workmen or that any specified class of such persons shall send at such time and in such form and to such authority as may be specified in the notification a correct return specifying the number of inquiries in respect of which compensation has been paid by the employer during the previous year and the amount of such compensation together with such other particulars as to the compensation as the Governor General in Council may direct

#### References in commentary paragraphs 92-3

Contracting  
out

17 Any contract or agreement whether made before or after the commencement of this Act, whereby a workman

relinquishes any right of compensation from the employer for personal injury arising out of or in the course of the employment, shall be null and void in so far as it purports to remove or reduce the liability of any person to pay compensation under this Act

**References in commentary.** paragraphs 80-2, 74, 206.

18. Where any question arises as to the age of a person <sup>Proof of age</sup> injured by accident arising out of and in the course of his employment in a factory, a certificate granted in respect of such person under section 7 or section 8 of the Indian Factories Act, 1911, before the occurrence of the injury shall be conclusive proof of the age of such person.

**References in commentary:** paragraphs 142, 261

18A. (1) Whoever—

*Penalties*

- (a) fails to maintain a notice book which he is required to maintain under sub section (3) of section 10, or
- (b) fails to send to the Commissioner a statement which he is required to send under sub section (1) of section 10A, or
- (c) fails to send a report which he is required to send under section 10B, or
- (d) fails to make a return which he is required to make under section 16

shall be punishable with fine which may extend to one hundred rupees

(2) No prosecution under this section shall be instituted except by or with the previous sanction of a Commissioner and no Court shall take cognizance of any offence under this section unless complaint thereof is made within six months of the date on which the offence is alleged to have been committed

**References in commentary:** paragraphs 4, 11, 178, 286, 292

## CHAPTER II'

### COMMISSIONERS

19 (1) If any question arises in any proceedings under this Act as to the liability of any person to pay compensation including <sup>Reference to</sup> any question as to whether a person injured is or is not a workman) <sup>Commissioner</sup> or as to the amount or duration of compensation (including any question as to the nature or extent of disablement) the question shall, in default of agreement be settled by a Commissioner

(2) No Civil Court shall have jurisdiction to settle, decide or deal with any question which is by or under this Act required to be settled, decided or dealt with by a Commissioner or to enforce any liability incurred under this Act

**References in commentary:** paragraphs 83, 88, 311, 4

20. (1) The Local Government may, by notification in the local official Gazette, appoint any person to be a Commissioner for Workmen's Compensation for such local area as may be specified in the notification

**Reference in commentary:** paragraph 83

(2) Where more than one Commissioner has been appointed for any local area, the Local Government may, by general or special order, regulate the distribution of business between them

**Reference in commentary:** paragraph 305

(3) Any Commissioner may, for the purpose of deciding any matter referred to him for decision under this Act, choose one or more persons possessing special knowledge of any matter relevant to the matter under inquiry to assist him in holding the inquiry

**Reference in commentary:** paragraph 263.

(4) Every Commissioner shall be deemed to be a public servant within the meaning of the Indian Penal Code

21. (1) Where any matter is under this Act to be done by or before a Commissioner the same shall, subject to the provisions of this Act and to any rules made hereunder, be done by or before a Commissioner for the local area in which the accident took place which resulted in the injury

Provided that, where the workman is the master of a ship or a seaman, any such matter may be done by or before a Commissioner for the local area in which the owner or agent of the ship resides or carries on business

**Reference in commentary:** paragraph 305

(2) If a Commissioner is satisfied by any party to any proceedings under this Act pending before him that such matter can be more conveniently dealt with by any other Commissioner, whether in the same province or not, he may, subject to rules made under this Act, order such matter to be transferred to such other Commissioner either for report or for disposal, and, if he does so, shall forthwith transmit to such other Commissioner all documents relevant for the decision of such matter and, where the

matter is transferred for disposal, shall also transmit in the prescribed manner any money remaining in his hands or invested by him for the benefit of any party to the proceedings

Provided that no matter other than a matter relating to the actual payment to a workman or the distribution among dependants of a lump sum shall be transferred for disposal under this sub section to a Commissioner in the same province save with the previous sanction of the Local Government or to a Commissioner in another province save with the previous sanction of the Governor General in Council unless all the parties to the proceedings agree to the transfer

References in commentary paragraphs 306-8, 305

(3) The Commissioner to whom any matter is so transferred shall, subject to rules made under this Act inquire thereinto and if the matter was transferred for report return his report thereon or, if the matter was transferred for disposal continue the proceedings as if they had originally commenced before him

Reference in commentary paragraph 306

(4) On receipt of a report from a Commissioner to whom any matter has been transferred for report under sub section (2), the Commissioner by whom it was referred shall decide the matter referred in conformity with such report

Reference in commentary paragraph 306

(5) The Local Government may transfer any matter from any Commissioner appointed by it to any other Commissioner appointed by it

References in commentary paragraphs 309, 291

22 (1) No application for the settlement of any matter by Form of a Commissioner, other than an application by a defendant or application dependants for compensation shall be made unless and until some question has arisen between the parties in connection therewith which they have been unable to settle by agreement

References in commentary paragraphs 238-9, 243, 272, 236, 231, 241, 293

(2) An application to a Commissioner may be made in such form and shall be accompanied by such fee if any as may be

prescribed and shall contain in addition to any particulars which may be prescribed the following particulars namely —

- (a) a concise statement of the circumstances in which the application is made and the relief or order which the applicant claims
- (b) in the case of a claim for compensation against an employer the date of service of notice of the accident on the employer and if such notice has not been served or has not been served in due time the reason for such omission
- (c) the names and addresses of the parties and
- (d) except in the case of an application by dependants for compensation a concise statement of the matters on which agreement has and of those on which agreement has not been come to

References in commentary paragraphs 238, 303

(3) If the applicant is illiterate or for any other reason is unable to furnish the required information in writing the application shall if the applicant so desires be prepared under the direction of the Commissioner

Reference in commentary paragraph 238

Power of  
Comm as owner  
to require  
further  
deposit in  
cases of fatal  
accident

22A (1) Where any sum has been deposited by an employer as compensation payable in respect of a workman whose injury has resulted in death and in the opinion of the Commissioner such sum is insufficient the Commissioner may by notice in writing stating his reasons call upon the employer to show cause why he should not make a further deposit within such time as may be stated in the notice

(2) If the employer fails to show cause to the satisfaction of the Commissioner the Commissioner may make an award determining the total amount payable and requiring the employer to deposit the deficiency

Reference in commentary paragraph 282

Powers and  
procedure of  
Comm  
owners

23 The Commissioner shall have all the powers of a Civil Court under the Code of Civil Procedure 1908 for the purpose of taking evidence on oath (which such Commissioner is hereby

witnesses

all objects

used for all

the purposes of section 195 and of Chapter XXXV of the Code of Criminal Procedure 1898

References in commentary paragraphs 264, 258, 4 236

24 Any appearance application or act required to be made <sup>of part es</sup> or done by any person before or to a Commissioner (other than in appearance of a party which is required for the purpose of his examination as a witness) may be made or done on behalf of such person by a legal practitioner or other person authorised in writing by such person

Reference in commentary paragraph 261

25 The Commissioner shall make a brief memorandum of M tio l of the substance of the evidence of every witness as the examination record <sup>ev lence</sup> of the witness proceeds and such memorandum shall be written and signed by the Commissioner with his own hand and shall form part of the record

Provided that if the Commissioner is prevented from making such memorandum he shall record the reason of his inability to do so and shall cause such memorandum to be made in writing from his dictation and shall sign the same, and such memorandum shall form part of the record

Provided further that the evidence of any medical witness shall be taken down as nearly as may be word for word

Reference in commentary paragraph 264

26 All costs incidental to any proceedings before a Commissioner shall subject to rules made under this Act be in the discretion of the Commissioner

Reference in commentary paragraph 266

27 A Commissioner may if he thinks fit submit any question of law for the decision of the High Court and if he does so shall decide the question in conformity with such decision

References in commentary paragraphs 314-6

28 (1) Where the amount of any lump sum payable as compensation has been settled by agreement whether by way of redemption of a half monthly payment or otherwise or where any compensation has been so settled as being payable to a woman or a person under a legal disability a memorandum thereof shall be sent by the employer to the Commissioner who shall on being satisfied as to its genuineness record the memorandum in a register in the prescribed manner

Provided that—

- (a) no such memorandum shall be recorded before seven days after communication by the Commissioner of notice to the parties concerned,
- (c) the Commissioner may at any time rectify the register,
- (d) where it appears to the Commissioner that an agreement as to the payment of a lump sum whether by way of redemption of a half monthly payment or otherwise, or an agreement as to the amount of compensation payable to a woman or a person under a legal disability ought not to be registered by reason of the inadequacy of the sum or amount, or by reason of the agreement having been obtained by fraud or undue influence or other improper means, he may refuse to record the memorandum of the agreement and may make such order including an order as to any sum already paid under the agreement, as he thinks just in the circumstances

References in commentary : paragraphs 216-227, 233, 270, 208, 209

(2) An agreement for the payment of compensation which has been registered under sub section (1) shall be enforceable under this Act notwithstanding anything contained in the Indian Contract Act, 1872, or in any other law for the time being in force IX

Reference in commentary . paragraph 234.

29 Where a memorandum of any agreement the registration of which is required by section 28, is not sent to the Commissioner as required by that section, the employer shall be liable to pay the full amount of compensation which he is liable to pay under the provisions of this Act, and notwithstanding anything contained in the proviso to sub section (1) of section 4, shall not, unless the Commissioner otherwise directs, be entitled to deduct more than half of any amount paid to the workman by way of compensation whether under the agreement or otherwise

References in commentary : paragraphs 228-232, 217.

30 (1) An appeal shall lie to the High Court from the following orders of a Commissioner, namely —

- (a) an order awarding as compensation a lump sum whether by way of redemption of a half monthly payment or otherwise or disallowing a claim in full or in part for a lump sum ,

Effect of failure to register agreement

Appeals

- (b) an order refusing to allow redemption of a half monthly payment,
- (c) an order providing for the distribution of compensation among the dependants of a deceased workman, or disallowing any claim of a person alleging himself to be such dependant,
- (d) an order allowing or disallowing any claim for the amount of an indemnity under the provisions of sub section (1) of section 12, or
- (e)

Provided that no appeal shall lie against any order unless a substantial question of law is involved in the appeal and in the case of an order other than an order such as is referred to in clause (b), unless the amount in dispute in the appeal is not less than three hundred rupees

the  
Com  
effect to an agreement come to by the parties

Provided further that no appeal by an employer under clause (a) shall lie unless the memorandum of appeal is accompanied by a certificate by the Commissioner to the effect that the appellant has deposited with him the amount payable under the order appealed against

(2) The period of limitation for an appeal under this section shall be sixty days

(3) The provisions of section 5 of the Indian Limitation Act 1908, shall be applicable to appeals under this section

**References in commentary:** paragraphs 317-325, 214, 315, 213, 202

30-A Where an employer makes an appeal under clause (a) of sub section (1) of section 30 the Commissioner may and if so directed by the High Court shall pending the decision of the appeal, withhold payment of any sum in deposit with him

**References in commentary:** paragraph 324

31 The Commissioner may recover as an arrear of land revenue any amount payable by any person under this Act, whether under an agreement for the payment of compensation

or otherwise, and the Commissioner shall be deemed to be a public officer within the meaning of section 5 of the Revenue Recovery Act, 1890

References in commentary: paragraphs 311-2, 217, 233, 88

## CHAPTER IV

### RULES

Power of the Governor General in Council to make rules

32 (1) The Governor General in Council may make rules to carry out the purposes of this Act

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely —

- (a) for such and the conditions subject to which and the conditions for review may be accompanied by a medical certificate,
- (b) for prescribing the intervals at which and the conditions subject to which a workman may be required to submit himself for medical examination under subsection (1) of section 11,
- (c) for prescribing the procedure to be followed by Commissioners in the disposal of cases under this Act and by the parties in such cases,
- (d) for regulating the transfer of matters and cases from one Commissioner to another and the transfer of money in such cases,
- (e) for prescribing the manner in which money in the hands of a Commissioner may be invested for the benefit of dependants of a deceased workman and for the transfer of money so invested from one Commissioner to another,
- (f) for the representation in proceedings before Commissioners of parties who are minors or are unable to make an appearance,
- (g) for prescribing the form and manner in which memoranda of agreements shall be presented and registered,
- (h) for the withholding by Commissioners, whether in whole or in part of half monthly payments pending decision on applications for review of the same, and
- (i) for any other matter which is not in the opinion of the Governor General in Council, a matter of merely local or provincial importance

References in commentary: paragraphs 261, 208, 234

33 The Local Government may, subject to the control of Power of the Governor General in Council, make rules to provide for all or any of the following matters, namely —

- (a) for regulating the scales of costs which may be allowed in proceedings under this Act,
- (b) for prescribing and determining the amount of the fees payable in respect of any proceedings before a Commissioner under this Act,
- (c) for the maintenance by Commissioners of registers and records of proceedings before them,
- (d) for prescribing the classes of employers who shall maintain notice books under sub section (3) of section 10, and the form of such notice books,
- (e) for prescribing the form of statement to be submitted by employers under section 10A,
- (f) for prescribing the cases in which the report referred to in section 10B may be sent to an authority other than the Commissioner, and
- (g) generally for carrying out the provisions of this Act in respect of any matter which is in the opinion of the Local Government, a matter of merely local importance in the province.

34 (1) The power to make rules conferred by sections 32 and 33 shall be subject to the condition of the rules being made after previous publication of rules

(2) The date to be specified in accordance with clause (3) of section 23 of the General Clauses Act 1897, as that after which a draft of rules proposed to be made under section 32 or section 33 will be taken into consideration, shall not be less than three months from the date on which the draft of the proposed rules was published for general information.

(3) Rules so made shall be published in the Gazette of India or the local official Gazette, as the case may be, and on such publication, shall have effect as if enacted in this Act.

35 The Governor General in Council may by notification in the Gazette of India, make rules for the transfer to any part of His Majesty's Dominions or to any other country of money paid to a Commissioner under this Act for the benefit of any person residing or about to reside in such part or country and for the receipt and administration in British India of any money awarded under the law relating to workmen's compensation in

any part of His Majesty's Dominions or in any other country, and applicable for the benefit of any person residing or about to reside in British India.

Reference in commentary : paragraph 310.

### SCHEDULE I

[See sections 2 (1) and 4 ]

*List of Injuries deemed to result in permanent partial disablement*

Injury	Percentage of loss of earning capacity
Loss of right arm above or at the elbow	70
Loss of left arm above or at the elbow	60
Loss of right arm below the elbow	60
Loss of leg at or above the knee	60
Loss of left arm below the elbow	50
Loss of leg below the knee	50
Permanent total loss of hearing	50
Loss of one eye	30
Loss of thumb	25
Loss of all toes of one foot	20
Loss of one phalanx of thumb	10
Loss of index finger	10
Loss of great toe	10
Loss of any finger other than index finger	5 ✓

**Note** — Complete and permanent loss of the use of any limb or member referred to in this Schedule shall be deemed to be equivalent of the loss of that limb or member.

References in commentary : paragraphs 153-4, 142, 151, 156,  
157

## SCHEDULE II.

[See section 2 (1) (n)]

*List of persons who, subject to the provisions of section 2(1)(n), are included in the definition of workmen*

The following persons are workmen within the meaning of section 2 (1) (n) and subject to the provisions of that section, that is to say, any person who is—

References in commentary to Schedule generally, paragraphs 16-19, 10.

- (i) employed, otherwise than in a clerical capacity or on a railway, in connection with the operation or maintenance of mechanically propelled vehicles, or

References in commentary: paragraphs 20-22, 19, 43

- (ii) employed otherwise than in a clerical capacity in any premises wherein, or within the precincts whereof, on any one day of the

XII of 1911.

process or with the article made, and steam, water or other mechanical power or electrical power is used, or

References in commentary: paragraphs 23-28, 14, 18, 19, 34, 20, 47.

fifty or more persons have been so employed, or

References in commentary: paragraphs 29, 18, 23, 45.

- (i) employed in the manufacture or handling of explosives in any premises wherein, or within the precincts whereof, on any one day of the preceding twelve months, ten or more persons have been so employed; or

References in commentary: paragraphs 30, 18, 23

- (e) employed, in any mine as defined in clause (f) of section 3 of the IV of 1911 Indian Mines Act, 1823, in any mining operation, or in any kind of work, other than clerical work incidental to or connected with any mining operation or with the mineral obtained, or in any kind of work whatsoever below ground

Provided that any excavation in which on no day of the preceding twelve months more than fifty persons have been employed or exposures have been used and whose depth from its highest to its lowest point does not exceed twenty feet shall be deemed not to be a mine for the purpose of this clause or

References in commentary: paragraphs 31-2, 33, 34, 14, 47.

- (r) employed as the master or as a seaman of—
  - (a) any ship which is propelled wholly or in part by steam or other mechanical power or by electricity or which is towed or intended to be towed by a ship's own propeller; or
  - (b) any ship not included in sub clause (a) of fifty tons net tonnage or over, or

References in commentary: paragraphs 35, 20, 325

1908, of goods which have been discharged from or are to be loaded into any vessel, or

References in commentary: paragraphs 38-9, 45.

more than  
feet or more  
more in height

& including any

References in commentary : paragraphs 40-41, 47.

(z) employed in setting up, repairing, maintaining, or taking down any telegraph or telephone line or post or any overhead electric line or cable or post or standard for the same; or

**References in commentary:** paragraphs 40-41, 43.

(x) employed, otherwise than in a clerical capacity, in the construction, working, repair or demolition of any aerial ropeway, canal, pipe line, or sewer, or

References in commentary: paragraphs 40-41, 19, 34.

(x) employed in the service of any fire brigade, or

(xii) employed upon a railway as defined in s. 10 of the Act - 2 and

References in commentary : paragraphs 17, 11, 22.

(xiii) employed as an inspector, mail guard, sorter or van peon in the Railway Mail Service, or employed in any occupation ordinarily involving outdoor work in the Indian Posts and Telegraphs Department, or

References in commentary : paragraphs 42-3, 17, 33.

(xv) employed, otherwise than in a clerical capacity, in connection with operations for winning natural petroleum or natural gas, or

References in commentary: paragraphs 34, 19.

(xv) employed in any occupation involving blasting operations, or  
Reference is made again to para graph 47.

References in commentary : paragraph 47.

(xxi) employed in the making of any excavation in which on any one day of the preceding twelve months more than fifty persons have been employed or explosives have been used, or whose depth from its highest to its lowest point exceeds twenty feet, or

References in commentary : paragraphs 33, 18, 47.

(xii) employed in the operation of any ferry boat capable of carrying more than ten persons, or

#### **References in commentary: paragraph 37.**

(xx) employed, otherwise than in a clerical capacity, on any estate which is maintained for the purpose of growing cunchoa, coffee rubber or tea and on which on any one day in the preceding twelve months twenty-five or more persons have been so employed, or

**References in commentary:** paragraphs 44-6, 18, 19

(xx) employed, otherwise than in a clerical capacity in the generating transforming or supplying of electrical energy or in the generating or supplying of gas, or

**References in commentary:** paragraphs 47, 19.

(xx) employed in a lighthouse as defined in clause (4) of section 2 of the Indian Lighthouse Act 1927 or

**References in commentary:** paragraphs 48, 37.

(xxi) employed in producing cinematograph pictures intended for public exhibition or in exhibiting such pictures, or

(xxii) employed in the training keeping or working of elephants or wild animals, or

(xxiii) employed as a diver

**References in commentary:** paragraph 49.

*Explanation.—In this Schedule the preceding twelve months relates in any particular case to the twelve months ending with the day on which the accident in such case occurred.*

**Reference in commentary:** paragraph 18

### SCHEDULE III

(See section 3)

#### *List of occupational diseases*

Occupational disease	Employment
Lead poisoning or its sequelae	Any process involving the use of lead or its preparations or compounds
Poisonous or corrosive poisoning or its sequelae	Any process involving the use of phosphorus or its preparations or compounds
Mercury poisoning or its sequelae	Any process involving the use of mercury or its preparations or compounds
Poisoning by benzene and its homologues or the sequelae of such poisoning	Handling benzene or any of its homologues and any process in the manufacture or involving the use of benzene or any of its homologues
Chrome ulceration or its sequelae	Any process involving the use of chrome acid or bichromate of ammonium potassium or sodium, or their preparations
Compressed air illness or its sequelae	Any process carried on in compressed air

**References in commentary:** paragraphs 134-6.

## SCHEDULE IV.

(See section 4)

Compensation payable in certain cases

Monthly wages of the workman injured 1	Amount of compensation for--			Half monthly payment as compensation for Temporary Disablement of Adult 4
	Death of Adult 2	Permanent total Disablement of Adult 3		
More than Rs 0	But not more than Rs 10	Rs 500	Rs 700	Half his monthly wages
10	14	550	770	5 0
15	19	600	840	6 0
18	21	630	852	7 0
21	24	720	1,008	8 0
24	27	810	1,111	8 8 ✓
27	30	900	1,200	9 0
30	35	1,050	1,470	9 8
35	40	1,200	1,680	10 0
40	45	1,350	1,890	11 4
45	50	1,500	2,100	12 8
50	60	1,800	2,520	15 0
60	70	2,100	2,940	17 8
70	80	2,400	3,360	20 0
80	100	3,000	4,200	25 0
100	200	3,500	4,900	30 0
		4,000	5,600	30 0

References in commentary : paragraphs 144, 148, 161, 142.

## ADDITIONS TO SCHEDULE II

### NOTIFICATION \*

In exercise of the powers conferred by sub section (3) of section 2 of the Workmen's Compensation Act, 1923 (VIII of 1923), and in supersession of the notification of the Government of India in the Department of Industries and Labour No L 3002, dated the 2nd July 1934, the Governor General in Council, having given previous notice of his intention so to do is pleased to add to Schedule II to the said Act persons employed otherwise than in a clerical capacity in the following occupations:

#### *Occupations*

- (a) The felling or logging of trees
- (b) the transport of timber by inland waters
- (c) the control or extinguishing of forest fires and
- (d) elephant catching operations

\*Government of India, Department of Industries and Labour, No. L 300  
dated the 8th June 1947.

# WORKMEN'S COMPENSATION RULES, 1924

(As amended up to the 1st March 1936)

## PRELIMINARY

Short title                    1 These rules may be called the Workmen's Compensation Rules, 1924

Definition                    2 In these rules, unless there is anything repugnant in the subject or context,—

1923,  
(a) "the Act" means the Workmen's Compensation Act,

(b) "Form" means a form appended to these rules,  
(c) "section" means a section of the Act

## PART I

### REVIEW OF HALF MONTHLY PAYMENTS AND COMMUTATION THEREOF

When application  
may be made without  
medical certificate                    3 Application for review of a half monthly payment under section 6 may be made without being accompanied by a medical certificate—

- (a) by the employer, on the ground that since the right to compensation was determined the workman's wages have increased,
- (b) by the workman on the ground that since the right to compensation was determined his wages have diminished
- (c) by the workman, on the ground that the employer, having commenced to pay compensation, has ceased to pay the same notwithstanding the fact that there has been no change in the workman's condition such as to warrant such cessation,
- (d) either by the employer or by the workman, on the ground that the determination of the rate of compensation for the time being in force was obtained by fraud or undue influence or other improper means,
- (e) either by the employer or by the workman on the ground that in the determination of compensation there is a mistake or error apparent on the face of the record

References in commentary : paragraphs 267-271, 302.

4 If, on examining an application for review by an employer in which the reduction or discontinuance of half monthly payments is sought, it appears to the Commissioner that there is reasonable ground for believing

Procedure on application for review

on the application

Reference in commentary paragraph 272

5 (1) Where application is made to the Commissioner under section 7 for the redemption of a right to receive half monthly

Procedure on application for commutation

payments by the payment of a lump sum, the Commissioner shall form an estimate of the probable duration of the disablement, and shall award a sum equivalent to the total of the half monthly payments which would be payable for the period during which he estimates that the disablement will continue less one half per cent of that total for each month comprised in that period

Provided that fractions of a rupee included in the sum so computed shall be disregarded

(2) When in any case to which sub rule (1) applies the Commissioner is unable to form an approximate estimate of the probable duration of the disablement, he may from time to time postpone a decision on the application for a period not exceeding two months at any one time

References in commentary paragraphs 212-3, 225, 318

## PART II

### DEPOSIT OF COMPENSATION

6 (1) An employer depositing compensation with the Commissioner under sub section (1) of section 8 in respect of a

Deposit under section 8 (1)

workman whose injury has resulted in death shall furnish therewith a statement in Form A and shall be given a receipt in Form B

In other cases of deposits with the Commissioner under sub section (1) of section 8, the employer shall furnish a statement in Form AA, and shall be given a receipt in Form B

(2) If when depositing compensation in respect of fatal accidents the employer indicates in the statement referred to in sub rule (1) that he desires to be made a party to the distribution

proceedings, the Commissioner shall, before allotting the sum deposited as compensation, afford to the employer an opportunity of establishing that the person to whom he proposes to allot such sum is not a dependant of the deceased workman, or, as the case may be, that no one of such persons is a dependant

(3) The statement of disbursements to be furnished on application by the employer under sub section (4) of section 8 shall be in Form C

Reference in commentary : paragraph 281

7 The Commissioner shall cause to be displayed in a prominent position outside his office an accurate list of the deposits

Publication of lists received by him under sub section (1) of  
of deposits section 8, together with the names and  
addresses of the depositors and of the workmen  
in respect of whose death or injury the deposits have been  
made

8 (1) A dependant of a deceased workman may apply to the  
Application by dependent for deposit of compensation Commissioner for the issue of an order to deposit compensation in respect of the death of the workman Such application shall be made in Form G

(2) If compensation has not been deposited, the Commissioner shall dispose of such application in accordance with the provisions of Part V of these rules

Provided that—

(a) the Commissioner may, at any time before issues are framed, cause notice to be given in such manner as he thinks fit to all or any of the dependants of the deceased workman who have not joined in the application, requiring them, if they desire to join therein, to appear before him on a date specified in this behalf,

(b) any dependant to whom such notice has been given and who fails to appear and to join in the application on the date specified in the notice shall not be permitted thereafter to claim that the employer is liable to deposit compensation, unless he satisfies the Commissioner that he was prevented by any sufficient cause from appearing when the case was called on for hearing

(3) If after completing the inquiry into the application, the Commissioner issues an order requiring the employer to deposit compensation in accordance with sub section (1) of section 8, nothing in sub rule (2) shall be deemed to prohibit the allotment of any part of the sum deposited as compensation to a dependent of the deceased workman who failed to join in the application

References in commentary paragraphs 293-4, 298

9 An employer depositing compensation in accordance with Deposit under sec sub section (2) of section 8 shall furnish section 8(2) therewith a statement in Form D and shall be given a receipt in Form E

10 Money in the hands of a Commissioner may be invested Investment of for the benefit of the dependents of a deceased money workman in Government securities or Post Office Cash Certificates or may be deposited in a Post Office Savings Bank

References in commentary paragraphs 208, 299

### PART III

#### REPORTS OF ACCIDENTS

11 The report required by section 10B shall subject to Report of fatal acci such rules if any as may be made by the dents Local Government be in Form E

11 A (1) Any employer who has received information of an accident may at any time notwithstanding the fact that no claim Right of employer for compensation has been instituted in respect of such accident present to the to present memo memorandum who informs Commission supported tation receive by an affidavit made by himself or by any person subordinate to him having knowledge of the facts stated in the memorandum embodying the results of any investigation or inquiry which has been made into the circumstances or cause of the accident

(2) A memorandum presented under sub rule (1) shall subject to the payment of such fee as may be prescribed be recorded by the Commissioner

References in commentary paragraphs 168, 170

**PART IV****MEDICAL EXAMINATION**

**12** A workman who is required by sub section (1) of section

Workman not to be required to submit to medical examination save in accordance with rules 11 to submit himself for medical examination shall be bound to do so in accordance with the rules contained in this Part and not otherwise

Reference in commentary : paragraph 189

**13** When such workman is present on the employer's

Examination when workman and medical practitioner both on premises, and the employer offers to have him examined free of charge by a qualified medical practitioner who is so present, the workman shall submit himself for examination forthwith

Reference in commentary : paragraph 191.

Examination in other cases      **14** In cases to which rule 13 does not apply the employer may—

- (a) send the medical practitioner to the place where the workman is residing for the time being in which case the workman shall submit himself for medical examination on being requested to do so by the medical practitioner, or
- (b) send to the workman an offer in writing to have him examined free of charge by a qualified medical practitioner, in which case the workman shall submit himself for medical examination at the employer's premises or at such other place in the vicinity as is specified in such offer and at such time as is so specified

Provided that—

- (i) the time so specified shall not, save with the express consent of the workman, be between the hours of 7 P.M. and 6 A.M., and
- (ii) in cases where the workman's condition renders it impossible or impracticable that he should leave the place where he is residing for the time being he shall not be required to submit himself for medical examination save at such place

Reference in commentary : paragraph 194.

15 A workman who is in receipt of a half monthly payment shall not be required to submit himself for medical examination

Restriction on elsewhere than at the place where he is number of examinations residing for the time being more than twice in the first month following the accident, or more than once in any subsequent month

References in commentary - paragraphs 199-200

16 If a workman whose right to compensation has been suspended under sub section (2) or sub section (3) of section 11

Examination after subsequently offers himself for medical suspension of right to examination his examination shall take compensation place on the employer's premises or at such other place in the vicinity as may be fixed by the employer, and at a time to be fixed by the employer not being save with the express consent of the workman more than 72 hours after the workman has so offered himself

Reference in commentary - paragraph 196

17 (1) No woman shall without her consent be medically examined by a male practitioner save in women the presence of another woman

(2) No woman shall be required to be medically examined by a male practitioner if she deposits a sum sufficient to cover the expenses of examination by a female practitioner

References in commentary - paragraph 190

## PART V

### PROCEDURE

18 Save as otherwise provided in these rules the procedure to be followed by Commissioners in the disposal of cases under the Act or these rules and by the parties in such cases shall be regulated in accordance with the rules contained in this Part

19 (1) Any application of the nature referred to in section 22 may be sent to the Commissioner by registered post or may be presented to him or to any of his subordinates Applications authorised by him in this behalf and if so sent or presented shall unless the Commissioner otherwise directs be made in duplicate in the appropriate Form if any and shall be signed by the applicant

(2) There shall be appended to every such application a certificate, which shall be signed by the applicant, to the effect that the statement of facts contained in the application is to the best of his knowledge and belief accurate

Reference in commentary : paragraph 238

20 (1) On receiving such application, the Commissioner may examine the applicant on oath, or may send the application

~~Examination of applicant to any officer authorised by the local Government in this behalf and direct such officer to examine the applicant and his witnesses and forward the record thereof to the Commissioner~~

(2) The substance of any examination made under such rule (1) shall be recorded in the manner provided for the recording of evidence in section 25

References in commentary : paragraphs 253, 258

21 The Commissioner may, after considering the application and the result of any examination of the applicant under rule 20,

~~Summary dismissal of application~~ summarily dismiss the application, if, for reasons to be recorded, he is of opinion that there are no sufficient grounds for proceeding thereon

References in commentary : paragraphs 253, 258

22 If the application is not dismissed under rule 21, the Commissioner may, for reasons to be recorded, call upon the

~~Preliminary inquiry into application~~ applicant to produce evidence in support of the application before calling upon any other party, and if upon considering such evidence the Commissioner is of opinion that there is no case for the relief claimed, he may dismiss the application with a brief statement of his reasons for so doing

Reference in commentary : paragraph 254.

23 If the Commissioner does not dismiss the application under rule 21 or rule 22, he shall send to the party from whom the

~~Notice to opposite party~~ applicant claims relief (hereinafter referred to as the opposite party) a copy of the application, together with a notice of the date on which he will dispose of the application and may call upon the parties to produce upon that date any evidence which they may wish to tender

References in commentary : paragraphs 218, 259, 297.

24 (1) The opposite party may, and if so required by the Commissioner, shall, at or before the first hearing or within such time as the Commissioner may permit, file appearance and examination of opposite party a written statement dealing with the claim raised in the application, and any such written statement shall form part of the record

examination to writing

References in commentary paragraphs 259, 297

25 (1) After considering any written statement and the result of any examination of the parties the Commissioner shall ascertain upon what material propositions of fact or of law the parties are at variance, and shall thereupon proceed to frame and record the issues upon which the right decision of the case appears to him to depend

Framing of issues (2) In recording the issues, the Commissioner shall distinguish between those issues which in his opinion concern points of fact and those which concern points of law

References in commentary paragraphs 262, 315

26 When issues both of law and of fact arise in the same case, and the Commissioner is of opinion that the case may be disposed of on the issues of law only, he may try those issues first and for that purpose may if he thinks fit postpone the settlement of the issues of fact until after the issues of law have been determined

Power to postpone trial of issues of fact where issues of law arise References in commentary paragraphs 262, 315

Diary 27 The Commissioner shall maintain under his hand a brief diary of the proceedings on an application

Reasons for postponement to be recorded 28 If the Commissioner finds it impossible to dispose of an application at one hearing he shall record the reasons which necessitate a postponement

Judgment 29 (1) The Commissioner in passing orders shall record concisely in a judgment his finding on each of the issues framed and his reasons for such finding

(2) The Commissioner, at the time of signing and dating his judgment, shall pronounce his decision and thereafter no addition or alteration shall be made to the judgment other than the correction of a clerical or arithmetical mistake arising from any accidental slip or omission.

**Reference in commentary : paragraph 266**

30 If an application is presented by any party to the proceedings for the citation of witnesses, the Commissioner shall,

<sup>Summoning of witnesses</sup> on payment of the prescribed expenses and fees issue summonses for the appearance of such witnesses, unless he considers that their appearance is not necessary for the just decision of the case.

31 If the Commissioner is satisfied that the applicant is unable, by reason of poverty, to pay the prescribed fees, he may

<sup>Exemption from payment of costs</sup> remit any or all of such fees. If the case is decided in favour of the applicant, the prescribed fees which, had they not been remitted, would have been due to be paid, may be added to the costs of the case and recovered in such manner as the Commissioner in his order regarding costs may direct.

**Reference in commentary paragraph 264**

32 A Commissioner before whom any proceeding relating to an injury by accident is pending may at any time enter the

<sup>Right of entry for local inspection</sup> place where the workman was injured, or where the workman ordinarily performed his work, for the purpose of making a local inspection or of examining any persons likely to be able to give information relevant to the proceedings.

Provided that the Commissioner shall not enter any premises of any industrial establishment except during the ordinary working hours of that establishment save with the permission of the employer or of some person directly responsible to him for the management of the establishment.

**Reference in commentary paragraph 257.**

33 (1) If the Commissioner proposes to conduct a local inspection with a view to examining on the spot the circumstances

<sup>Procedure in connection w th local inspection</sup> in which an accident took place, he shall give the parties or their representatives notices of his intention to conduct such inspection, unless in his opinion the urgency of the case renders the giving of such notice impracticable.

(2) Such notice may be given orally or in writing, and, in the case of an employer, may be given to any person upon whom notice of a claim can be served under sub section (2) of section 10, or to the representative of any such person

(3) Any party, or the representative of any party, may accompany the Commissioner at a local inspection

(4) The Commissioner, after making a local inspection, shall note briefly in a memorandum any facts observed, and shall show the memorandum to any party who desires to see the same, and, on payment of the prescribed fee, shall supply any party with a copy thereof

(5) The memorandum shall form part of the record.

Reference in commentary . paragraph 257.

34 (1) The Commissioner during a local inspection or at any other time, save at a formal hearing of a case pending before

<sup>Power of summary examination</sup> him, may examine summarily any person likely to be able to give information relative to such case, whether such person has been or is to be called as a witness in the case or not, and whether any or all of the parties are present or not

(2) No oath shall be administered to a person examined under sub rule (1)

(3) Statements made by persons examined under sub rule (1), if reduced to writing, shall not be signed by the person making the statement, nor shall they, except as hereinafter provided, be incorporated in the record or utilised by the Commissioner for the purpose of arriving at a decision in the case

(4) If a witness who has been examined under sub rule (1) makes in evidence any material statement contradicting any statement made by him in such examination and reduced to writing, the Commissioner may call his attention to such statement and shall in that case direct that the parties be furnished with the relevant part of such statement for the purpose of examining or cross examining the witness

(5) Any statement or part of a statement which is furnished to the parties under sub rule (4) shall be incorporated in the record

(6) Where a case is settled by agreement between the parties the Commissioner may incorporate in the record any statement made under sub rule (1), and may utilise such statement for the

purpose of justifying his acceptance of, or refusal to accept, the agreement reached

**References in commentary : paragraphs 255-7.**

35 (1) If a party states in writing his willingness to abide by the decision of the Commissioner, the Agreement to abide by the decision of the Commissioner, the by Commissioner's Commissioner shall inquire whether the other decision party is willing to abide by his decision

(2) If the other party agrees to abide by the Commissioner's decision, the fact of his agreement shall be recorded in writing and signed by him

(3) If the other party does not agree to abide by the Commissioner's decision, the first party shall not remain under an obligation so to abide

**Reference in commentary : paragraph 323**

36 (1) Where the opposite party claims that if compensation is recovered against him he will be entitled under such section

(2) of section 12 to be indemnified by a person  
Procedure where in not being a party to the case, he shall, when  
demnity claimed under section 12(2) first called upon to answer the application  
present a notice of such claim to the Commissioner accompanied by the prescribed fee, and the Commissioner shall thereupon issue notice to such person in Form J

(1) If any person served with a notice under such rule (1) desires to contest the applicant's claim for compensation or the opposite party's claim to be indemnified, he shall appear before the Commissioner on the date fixed for the hearing of the case or on any date to which the case may be adjourned and, if he so appears, shall have all the rights of a party to the proceedings, in default of so appearing, he shall be deemed to admit the validity of any award made against the opposite party and to admit his own liability to indemnify the opposite party for any compensation recovered from him

Provided that, if any person so served appears subsequently and satisfies the Commissioner that he was prevented by any sufficient cause from appearing the Commissioner shall, after giving notice to the aforesaid opposite party, hear such person, and may set aside or vary any award made against such person under this rule upon such terms as may be just

(3) If any person served with a notice under sub rule (1) whether or not he desires to contest the applicant's claim for compensation or the opposite party's claim to be indemnified claims that being a contractor he is himself a principal and is entitled to be indemnified by a person standing to him in the relation of a contractor from whom the workman could have recovered compensation he shall on or before the date fixed in the notice under sub rule (1) present a notice of such claim to the Commissioner accompanied by the prescribed fee and the Commissioner shall thereupon issue notice to such person in Form JJ

(4) If any person served with a notice under sub rule (3) desires to co  
claim under  
the Commiss  
on any date to which the case may be adjourned and if he so appears shall have all the rights of a party to the proceedings in default of so appearing he shall be deemed to admit the validity of any award made against the original opposite party or the person served with a notice under sub rule (1) and to admit his own liability to indemnify the party against whom such award is made for any compensation recovered from him Provided that if any person so served appears subsequently and satisfies the Commissioner that he was prevented by any sufficient cause from appearing the Commissioner shall after giving notice to all parties on the record hear such person and may set aside or vary any award made against such person under this rule upon such terms as may be just

(5) In any proceeding in which a notice has been served on any person under sub rule (1) or sub rule (3) the Commissioner shall if he awards compensation record in his judgment a finding in respect of each of such persons whether he is or is not liable to indemnify any of the opposite parties and shall specify the party if any whom he is liable to indemnify

References in commentary paragraphs 73 259

37 (1) Where two or more cases pending before a Commissioner arise out of the same accident and any issue involved is common to two or more such cases such cases may, so far as the evidence bearing on such issue is concerned be heard simultaneously  
Procedure in con  
nected cases.

(2) Where action is taken under sub rule (1), the evidence hearing on the common issue or issues shall be recorded on the record of one case and the Commissioner shall certify under his hand on the records of any such other case the extent to which the evidence so recorded applies to such other case, and the fact that the parties to such other case had the opportunity of being present, and, if they were present of cross examining the witnesses

#### Reference in commentary paragraph 264

38 Save as otherwise expressly provided in the Act or these rules the following provisions of the First Schedule to the Code

Certain provisions of Civil Procedure, 1908, namely, those of Code of Civil Procedure contained in Order V, rules 9 to 30, Order VI, rules 9 to 18, Order IX, Order XIII, Order XVI, Order XVII, and Order XXIII, rules 1 and 2 shall apply to proceedings before Commissioners, in so far as they may be applicable thereto

Provided that—

- (a) for the purpose of facilitating the application of the said provisions the Commissioner may construe them with such alterations not affecting the substance as may be necessary or proper to adapt them to the matter before him
- (b) the Commissioner may for sufficient reason, proceed otherwise than in accordance with the said provisions if he is satisfied that the interests of the parties will not thereby be prejudiced

#### Reference in commentary paragraph 265

38 A Any form other than a receipt for compensation which is by these rules required to be signed by a Commissioner

Provision regarding signature of forms may be signed under his direction and on his behalf by any officer subordinate to him appointed by him in writing for this purpose

39 The provisions of this Part, except those contained in Apportionment of compensation among dependants rules 23, 24 and 36 shall as far as may be, apply in the case of any proceedings relating to the apportionment of compensation among dependants of a deceased workman

#### Reference in commentary. paragraph 297.

**PART VI**  
**TRANSFER**

40 (1) A Commissioner transferring any matter to another Commissioner for report in accordance with sub section (-) of section 21 shall along with the documents referred to in that sub section transmit to such other Commissioner a concise statement in the form of questions for answer of the matter on which report is required

(2) A Commissioner to whom a case is so transferred for report shall not be required to report on any question of law

Reference in commentary paragraph 305

41 Money transmitted by one Commissioner to another in accordance with sub section (-) of section 21 shall be transmitted transmission of either by remittance transfer receipt or by money money order or by messenger as the Commissioner transmitting the money may direct

References in commentary paragraphs 305 306

**PART VII**  
**APPOINTMENT OF REPRESENTATIVES**

42 Where any party to a proceeding is under the age of 15 years or is unable to make an appearance the Commissioner When representative shall appoint some suitable person who must be appointed consents to the appointment to represent such party for the purposes of the proceeding

References in commentary paragraphs 234-261

43 If the Commissioner considers that the interests of any party for whom a representative has been appointed under rule 42 When new represen are not being adequately protected by that tative to be appointed representative or if a per on appointed to act as representative dies or becomes incapable of acting or otherwise ceases to act as such the Commisioner shall appoint in his place another person who consents to the appointment

Reference in commentary paragraph 261

## PART VIII

### RECORD OF MEMORANDA OF AGREEMENT

44 Memoranda of agreement sent to the Commissioner under sub section (1) of section 28 shall unless the Commissioner

Form of memoran  
dum otherwise directs be in duplicate, and shall be  
in as close conformity as the circumstances  
of the case admit with Form K or Form L or Form M as the case  
may be

References in commentary - paragraphs 218-9

45 (1) On receiving a memorandum of agreement, the Commissioner shall, unless he considers that there are grounds for

Procedure where  
Commissioner does  
not consider that he  
should refuse to re  
cord memorandum  
refusing to record the memorandum, fix a date for recording the same, and shall issue a notice in writing in Form N to the parties concerned that in default of objections he proposes to record the memorandum on the date so fixed

Provided that the notice may be communicated orally to any parties who are present at the time when notice in writing would otherwise issue

(2) On the date so fixed the Commissioner shall record the memorandum unless, after hearing any of the parties who appear and desire to be heard, he considers that it ought not to be recorded

Provided that the issue of a notice under sub rule (1) shall not be deemed to prevent the Commissioner from refusing to record the memorandum on the date so fixed even if no objection be made by any party concerned

(3) If on such date the Commissioner decides that the memorandum ought not to be recorded, he shall inform the parties present of his decision and of the reasons therefor, and, if any party desiring the memorandum to be recorded is not present, he shall send information to that party in Form O

References in commentary paragraphs 221, 223

46 (1) If, on receiving a memorandum of agreement, the Commissioner considers that there are grounds for refusing to

Procedure where  
Commissioner con  
siders he should refuse  
to record memoran  
dum record the same, he shall fix a date for  
hearing the party or parties desiring the  
memorandum to be recorded, and shall  
inform such party or parties and, if he thinks  
fit, any other party concerned, of the date  
so fixed and of the grounds on which he considers that the  
memorandum should not be recorded

(2) If the parties to be informed are not present, a written notice shall be sent to them in Form P or Form Q, as the case may be, and the date fixed in such notice shall be not less than seven days after the date of the issue of the same.

(3) If, on the date fixed under sub rule (1), the party or parties desiring the memorandum to be recorded show adequate cause for proceeding to the record of the same, the Commissioner may, if information has already been given to all the parties concerned, record the agreement. If information has not been given to all such parties, he shall proceed in accordance with rule 45.

(4) If, on the date so fixed, the Commissioner refuses to record the memorandum, he shall send notice in Form O to any party who did not receive information under sub rule (1).

Reference in commentary paragraph 221.

47 (1) If in any case the Commissioner refuses to record a memorandum of agreement, he shall briefly record his reasons for such refusal.

Procedure on refusal to record memorandum of agreement, he shall briefly record his reasons for such refusal.

(2) If the Commissioner refuses to record a memorandum of agreement, he shall not pass any order directing the payment of any sum or amount over and above the sum specified in the agreement, unless opportunity has been given to the party liable to pay such sum to show cause why it should not be paid.

(3) Where the agreement is for the redemption of half monthly payments by the payment of a lump sum, and the Commissioner considers that the memorandum of agreement should not be recorded by reason of the inadequacy of the amount of such sum as fixed in the agreement, he shall record his estimate of the probable duration of the disablement of the workman.

References in commentary paragraphs 225, 226, 227.

48 In recording a memorandum of agreement, the Commissioner shall cause the same to be entered in a register in

Registration of Form R, and shall cause an endorsement memorandum to be entered under his signature on a copy of the memorandum to be retained by him in the following terms, namely —

"This memorandum of agreement bearing Serial No. of 19 in the register has been recorded this day of

(Signature)

Commissioner

References in commentary . paragraphs 218, 221

## FORM A

[See rule 6 (1)]

## DEPOSIT OF COMPENSATION FOR FATAL ACCIDENT

[Section 8 (1) of the Workmen's Compensation Act, 1923]

Compensation amounting to Rs \_\_\_\_\_ is hereby presented for deposit in respect of injuries resulting in the death of the workman, whose particulars are given below, which occurred on \_\_\_\_\_

Name \_\_\_\_\_

Father's name \_\_\_\_\_

(Husband's name in  
case of married  
woman or widow )

Caste \_\_\_\_\_

Local address \_\_\_\_\_

Permanent address \_\_\_\_\_

His monthly wages are estimated at Rs \_\_\_\_\_ He was over  
Her the age of 15 years at the time of his death She was under

2 The said workman had, prior to the date of his death received the following payments, namely —

Rs \_\_\_\_\_ on \_\_\_\_\_ Rs \_\_\_\_\_ on \_\_\_\_\_

Rs \_\_\_\_\_ on \_\_\_\_\_ Rs \_\_\_\_\_ on \_\_\_\_\_

Rs \_\_\_\_\_ on \_\_\_\_\_ Rs \_\_\_\_\_ on \_\_\_\_\_

amounting in all to Rs \_\_\_\_\_

3 An advance of Rs \_\_\_\_\_ has been made on account of compensation to \_\_\_\_\_ being his dependant

4 \*I do not desire to be made a party to the proceedings for distribution of the aforesaid compensation

Dated

19

Employer

\*An employer desiring to be made a party to the proceedings should strike out the words "do not"

## WORKMEN'S COMPENSATION RULES

## FORM AA

[See rule 6 (1)]

DEPOSIT OF COMPENSATION FOR NON FATAL ACCIDENT TO A WOMAN  
OR PERSON UNDER LEGAL DISABILITY

[Section 8 (1) of the Workmen's Compensation Act]

Compensation amounting to Rs ----- is hereby presented for deposit in respect of injuries sustained by ----- residing at ----- on ----- 19 ----- resulting in ----- temporary ----- loss -----  
 of ----- His ----- monthly wages are estimated at Rs ----- He -----  
 disability ----- Her ----- was over ----- under ----- She -----  
 was ----- the age of 15 years at the time of the accident

2 The said injured workman has prior to the date of the deposit received the following half monthly payments namely —

Rs ----- on ----- Rs ----- or -----

Rs ----- on ----- Rs ----- on -----

Rs ----- on ----- Rs ----- or -----

Employer

Dated

19

## Form B

(See rule 6 ]

## RECEIPT FOR COMPENSATION

[Deposited under section 8 (1) of the Workmen's Compensation Act,  
1923 ]

Book No

Receipt No

Register No

Depositor -----

Deceased or injured workman -----

Date of deposit ----- 19 .

Sum deposited Rs -----

Commissioner

## INDIAN WORKMEN'S COMPENSATION

### **Form C**

[See rule 6.]

## STATEMENT OF DISBURSEMENTS

[Section 8 (4) of the Workmen's Compensation Act, 1923 ]

Serial No-----

Depositor—

Date	Rs
Amount deposited	
Amount deducted and repaid to the employer under the proviso to section 8 (1)	
Funeral expenses paid	
Compensation paid to the following dependants —	
Name	Relationship
Total	

## **Commissioner**

Dated \_\_\_\_\_ 19

WORKMEN'S COMPENSATION RULES

FORM D.

[See rule 9 ]

DEPOSIT OF COMPENSATION FOR NON FATAL ACCIDENTS, OTHER THAN TO A WOMAN OR PERSON UNDER LEGAL DISABILITY

[Section 8 (2) of the Workmen's Compensation Act, 1923 ]

Compensation amounting to Rs \_\_\_\_\_ is hereby presented for deposit in respect of <sup>permanent</sup> <sub>temporary</sub> injuries sustained by \_\_\_\_\_ residing at \_\_\_\_\_ which occurred on \_\_\_\_\_ 19\_\_\_\_\_

Employer,

Dated \_\_\_\_\_ 19\_\_\_\_\_

FORM E

[See rule 9 ]

RECEIPT FOR COMPENSATION

[Deposited under section 8 (2) of the Workmen's Compensation Act, 1923 ]

Book No \_\_\_\_\_ Receipt No \_\_\_\_\_ Register No. \_\_\_\_\_

Depositor \_\_\_\_\_

In favour of \_\_\_\_\_

Date of deposit \_\_\_\_\_ 19\_\_\_\_\_

Sum deposited Rs — \_\_\_\_\_

Commissioner

FORM EE

[See rule 11 ]

REPORT OF FATAL ACCIDENTS

To \_\_\_\_\_

SIR,

whic  
enter

death of the <sup>workman</sup> <sub>workmen</sub> of whom particulars are given in the statement annexed.

## INDIAN WORKMEN'S COMPENSATION

## FORM C

[See rule 6]

## STATEMENT OF DISBURSEMENTS

[Section 8 (4) of the Workmen's Compensation Act, 1923 ]

Serial No.—

Depositor—————

Date		Rs
Amount deposited	.	
Amount deducted and repaid to the employer under the proviso to section 8 (1)	.. .. .. ..	
Funeral expenses paid	.. ..	
Compensation paid to the following dependants —		
Name	Relationship.	
Totals	.	

Commissioner.

Dated— 19 .

WORKMEN'S COMPENSATION RULES

FORM D

[See rule 9]

DEPOSIT OF COMPENSATION FOR NON FATAL ACCIDENTS OTHER THAN TO A WOMAN OR PERSON UNDER LEGAL DISABILITY

[Section 8 (2) of the Workmen's Compensation Act 1923 ]

Compensation amounting to Rs \_\_\_\_\_ is hereby presented for deposit in respect of permanent temporary injuries sustained by \_\_\_\_\_ residing at \_\_\_\_\_ which occurred on \_\_\_\_\_

19

\_\_\_\_\_  
Employer

Dated \_\_\_\_\_ 19 \_\_\_\_\_

FORM E

[See rule 9]

RECEIPT FOR COMPENSATION

[Deposited under section 8 (2) of the Workmen's Compensation Act, 1923 ]

Book No

Receipt No

Register No

Depositor \_\_\_\_\_

In favour of \_\_\_\_\_

Date of deposit \_\_\_\_\_ 19 .

Sum deposited Rs —

\_\_\_\_\_  
Commissioner

FORM FF

[See rule 11 ]

REPORT OF FATAL ACCIDENTS

To \_\_\_\_\_

SIR

I have the honour to submit the following report of an accident which occurred on \_\_\_\_\_ (date) at \_\_\_\_\_ (here enter details of premises) \_\_\_\_\_ and which resulted in the death of the workman workmen of whom particulars are given in the statement annexed

INDIAN WORKMEN'S COMPENSATION

2 The circumstances attending the death of the ~~workman~~  
were as under -- ~~workmen~~

- (a) Time of the accident
- (b) Place where the accident occurred
- (c) Manner in which deceased ~~were~~  
~~were~~ employed at the time
- (d) Cause of the accident
- (e) Any other relevant particulars

I have etc

Signature and designation of person making the report

*Statement*

Name	Sex	Age	Nature of employment	Full postal address
—				

**FORM I**

[See rule 19]

**AFFIDAVIT FOR COMPENSATION BY WORKMAN**

To the Commissioner for Workmen's Compensation,

residing at \_\_\_\_\_ applicant

*versus*

residing at \_\_\_\_\_, opposite party

WORKMEN'S COMPENSATION RULES

It is hereby submitted that—

(1) the applicant a workman employed by (a contractor with)  
the opposite party on the \_\_\_\_\_ day of  
\_\_\_\_\_  
19\_\_\_\_\_ received personal injury by  
accident arising out of and in the course of his employ  
ment

The cause of the injury was (*here insert briefly in ordinary  
language the cause of the injury*)—  
\_\_\_\_\_

(2) the applicant sustained the following injuries namely —  
\_\_\_\_\_

(3) the monthly wages of the applicant amount to Rs —  
the applicant is <sup>over</sup> <sub>under</sub> the age of 15 years

\* (4) (a) Notice of the accident was served on the \_\_\_\_\_ day  
of \_\_\_\_\_

(b) Notice was served as soon as practicable

(c) Notice of the accident was not served (in due time) by  
reason of —  
\_\_\_\_\_

(5) the applicant is accordingly entitled to receive—

(a) half monthly payments of Rs — from the  
day of 19 \_\_\_\_\_ to —  
\_\_\_\_\_

(b) a lump sum payment of Rs —  
\_\_\_\_\_

(6) the applicant has taken the following steps to secure a  
settlement by agreement namely —  
\_\_\_\_\_

but it has proved impossible to settle the questions in  
dispute because —  
\_\_\_\_\_

\* You are therefore requested to determine the following ques  
tions in dispute, namely.—

- (a) whether the applicant is a workman within the meaning  
of the Act,
- (b) whether the accident arose out of or in the course of the  
applicant's employment,
- (c) whether the amount of compensation claimed is due, or  
any part of that amount,
- (d) whether the opposite party is liable to pay such compen  
sation as is due,
- (e) etc (as required)

—Applicant

Dated the —————

\* Strike out the clauses which are not applicable

## INDIAN WORKMEN'S COMPENSATION

## FORM G

[See rule 19]

APPLICATION FOR ORDER TO DEPOSIT COMPENSATION  
To the Commissioner for Workmen's Compensation

\_\_\_\_\_, residing at \_\_\_\_\_, applicant  
*versus*

\_\_\_\_\_, residing at \_\_\_\_\_, opposite party

It is hereby submitted that—

(1) \_\_\_\_\_ a workman employed  
 by (a contractor with) the opposite party on the \_\_\_\_\_  
 day of \_\_\_\_\_ 19\_\_\_\_\_ received personal  
 injury by accident arising out of and in the course  
 of his employment resulting in his death on  
 the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_\_. The cause of  
 the injury was (here insert briefly in ordinary language  
 the cause of the injury) \_\_\_\_\_

(2) The applicant(s) ~~are~~<sup>is</sup> dependant(s) of the deceased  
 workman being his \_\_\_\_\_

(3) The monthly wages of the deceased amount to Rs \_\_\_\_\_  
 The deceased was ~~over~~<sup>under</sup> the age of 15 years at the time  
 of his death

\* (4) (a) Notice of the accident was served on the \_\_\_\_\_  
 day of \_\_\_\_\_

(b) Notice was served as soon as practicable

(c) Notice of the accident was not served (in due time) by  
 reason of \_\_\_\_\_

(5) The deceased before his death received as compensation  
 the total sum of Rs \_\_\_\_\_

(6) The applicant(s) ~~are~~<sup>is</sup> accordingly entitled to receive a  
 lump sum payment of Rs \_\_\_\_\_

You are therefore requested to award to the applicant the said  
 compensation or any other compensation to which he may be  
 entitled

Dated the \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_ Applicant

\*Strike out the clauses which are not applicable

WORKMEN'S COMPENSATION RULES

FORM H

[See rule 19]

APPLICATION FOR COMMUTATION

(Under section 7 of the Workmen's Compensation Act, 1923)

To the Commissioner for Workmen's Compensation,

residing at  
applicant

versus

residing at  
opposite party

It is hereby submitted that—

- (1) The ~~opposite party~~ <sup>applicant</sup> has been in receipt of half monthly payments from \_\_\_\_\_ to \_\_\_\_\_ in respect of temporary disablement by accident arising out of and in the course of his employment
- (2) The applicant is desirous that the right to receive half monthly payments should be redeemed
- (3) (a) \_\_\_\_\_  
(b) \_\_\_\_\_

for which the right to receive half monthly payments should be redeemed

You are therefore requested to pass orders—

- (a) directing that the right to receive half monthly payments should be redeemed;  
(b) fixing a sum for the redemption of the right to receive half monthly payments

\_\_\_\_\_  
Applicant

Dated \_\_\_\_\_

## INDIAN WORKMEN'S COMPENSATION

## FORM G.

[See rule 19]

APPLICATION FOR ORDER TO DEPOSIT COMPENSATION  
To the Commissioner for Workmen's Compensation

\_\_\_\_\_, residing at \_\_\_\_\_, applicant  
*versus*

\_\_\_\_\_, residing at \_\_\_\_\_, opposite party.

It is hereby submitted that—

(1) \_\_\_\_\_ a workman employed  
 by (a contractor with) the opposite party on the \_\_\_\_\_  
 day of \_\_\_\_\_ 19\_\_\_\_ received personal  
 injury by accident arising out of and in the course  
 of his employment resulting in his death on  
 the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_\_. The cause of  
 the injury was (here insert briefly in ordinary language  
 the cause of the injury) \_\_\_\_\_

(2) The applicant(s) ~~is~~<sup>are</sup> dependant(s) of the deceased  
 workman being his \_\_\_\_\_

(3) The monthly wages of the deceased amount to Rs \_\_\_\_\_  
 The deceased was ~~over~~<sup>under</sup> the age of 15 years at the time  
 of his death

\* (4) (a) Notice of the accident was served on the \_\_\_\_\_  
 day of \_\_\_\_\_

(b) Notice was served as soon as practicable

(c) Notice of the accident was not served (in due time) by  
 reason of \_\_\_\_\_

(5) The deceased before his death received as compensation  
 the total sum of Rs \_\_\_\_\_

(6) The applicant(s) ~~is~~<sup>are</sup> accordingly entitled to receive a  
 lump sum payment of Rs \_\_\_\_\_

You are therefore requested to award to the applicant the said  
 compensation or any other compensation to which he may be  
 entitled

Dated the \_\_\_\_\_ Applicant

\*Strike out the clauses which are not applicable

WORKMEN'S COMPENSATION RULES

FORM H

[See rule 19]

APPLICATION FOR COMMUTATION

(Under section 7 of the Workmen's Compensation Act, 1923 )

To the Commissioner for Workmen's Compensation,

\_\_\_\_\_ residing at \_\_\_\_\_  
\_\_\_\_\_ applicant  
*versus*

\_\_\_\_\_ residing at \_\_\_\_\_  
\_\_\_\_\_, opposite party

It is hereby submitted that—

- (1) The applicant opposite party has been in receipt of half monthly payments from \_\_\_\_\_ to \_\_\_\_\_ in respect of temporary disablement by accident arising out of and in the course of his employment
- (2) The applicant is desirous that the right to receive half monthly payments should be redeemed
- (3) (a) \_\_\_\_\_  
(b)

for which the right to receive half monthly payments should be redeemed

You are therefore requested to pass orders—

- (a) directing that the right to receive half monthly payments should be redeemed;  
(b) fixing a sum for the redemption of the right to receive half monthly payments

\_\_\_\_\_ applicant

Dated \_\_\_\_\_

## FORM J.

[See rule 36]

## NOTICE.

Whereas a claim for compensation has been made by \_\_\_\_\_ applicant, against \_\_\_\_\_ and the said \_\_\_\_\_ has claimed that you are liable under section 12 (2) of the Workmen's Compensation Act, 1923, to indemnify him against any compensation which he may be liable to pay in respect of the aforesaid claim, you are hereby informed that you may appear before me on \_\_\_\_\_ and contest the claim for compensation made by the said applicant or the claim for indemnity made by the opposite party. In default of your appearance you will be deemed to admit the validity of any award made against the opposite party and your liability to indemnify the opposite party for any compensation recovered from him

*Commissioner*

Dated \_\_\_\_\_ 19\_\_\_\_\_

## FORM JJ

[See rule 36]

## NOTICE

Whereas a claim for compensation has been made by \_\_\_\_\_ applicant, against \_\_\_\_\_ and the said \_\_\_\_\_ has claimed that \_\_\_\_\_ is liable under section 12 (2) of the Workmen's Compensation Act, 1923, to indemnify him against any compensation which he may be liable to pay in respect of the aforesaid claim, and whereas the said \_\_\_\_\_ on notice served has claimed that you \_\_\_\_\_ stand to him in the relation of a contractor from whom the applicant \_\_\_\_\_ could have recovered compensation you are hereby informed that you may appear before me on \_\_\_\_\_ and contest the claim for compensation made by the said applicant or the claim for indemnity made by the opposite party \_\_\_\_\_. In default of your appearance you will be deemed to admit the validity of any award made against the opposite party \_\_\_\_\_ and your liability to indemnify the opposite party \_\_\_\_\_ for any compensation recovered from him

*Commissioner*

Dated \_\_\_\_\_

## WORKMEN'S COMPENSATION RULES

## FORM K

[See rule 44]

## MEMORANDUM OF AGREEMENT

It is hereby submitted that on the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_\_ personal

injury was caused to \_\_\_\_\_ residing at \_\_\_\_\_ by accident arising out of and in the course of employment in \_\_\_\_\_

The said injury has resulted in temporary disablement to the said workman whereby it is estimated that he will be prevented from earning more than \_\_\_\_\_ of his previous wages for a period of \_\_\_\_\_ months

any

The said workman has been in receipt of half monthly payments which have continued from the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_\_ until the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_\_

amounting to Rs \_\_\_\_\_ in all. The said workman's monthly wages are estimated at Rs \_\_\_\_\_

The workman is over the age of 15 years  
will reach the age of 15 years on \_\_\_\_\_

It is further submitted that \_\_\_\_\_ the employer of the said workman, has agreed to pay, and the said workman has agreed to accept the sum of Rs \_\_\_\_\_ in full settlement of all and every claim under the Workmen's Compensation Act, 1923, in respect of all disablement of a temporary nature arising out of the said accident, whether now or hereafter to become manifest. It is therefore requested that this memorandum be duly recorded.

Dated \_\_\_\_\_

Signature of employer \_\_\_\_\_

Witness \_\_\_\_\_

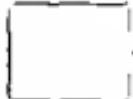
Signature of workman \_\_\_\_\_

Witness \_\_\_\_\_

(NOTE.—An application to register an agreement can be presented under the signature of one party provided that the other party has agreed to the terms. But both signatures should be appended whenever possible.)

Receipt (to be filled in when the money has actually been paid).

In accordance with the above agreement, I have this day received the sum of Rs \_\_\_\_\_

\_\_\_\_\_  
Workman

Dated \_\_\_\_\_ 19 .

The money has been paid and this receipt signed in my presence  
Witness \_\_\_\_\_

(NOTE.—This form may be varied to suit special cases e.g. injury by occupational disease, agreement when workman is under legal disability, etc.)

## FORM L

[See rule 44]

## MEMORANDUM OF AGREEMENT

It is hereby submitted that on the \_\_\_\_\_ day of \_\_\_\_\_  
 19 personal injury was caused to \_\_\_\_\_ residing at \_\_\_\_\_  
 \_\_\_\_\_, by accident arising out of and in the course  
 of his employment in \_\_\_\_\_

The said injury has resulted in permanent disablement to the said  
 workman of the following nature namely \_\_\_\_\_  
 The said workman a monthly wages are estimated at Rs \_\_\_\_\_  
 The workman ~~is over the age of 15 years~~ will reach the age of 15 years or \_\_\_\_\_. The said work  
 man has, prior to the date of this agreement received the following  
 payments namely —

Rs \_\_\_\_\_ on \_\_\_\_\_ Rs \_\_\_\_\_ on \_\_\_\_\_

Rs \_\_\_\_\_ on \_\_\_\_\_ Rs \_\_\_\_\_ on \_\_\_\_\_

Rs \_\_\_\_\_ on \_\_\_\_\_ Rs \_\_\_\_\_ on \_\_\_\_\_

It is further submitted that \_\_\_\_\_ the employer of the  
 said workman has agreed to pay, and the said workman has  
 agreed to accept the sum of Rs \_\_\_\_\_ in full settle  
 ment of all and every claim under the Workmen's Compensation  
 Act 1923 in respect of the disahlement stated above and all dis  
 ablement now manifest It is therefore requested that this  
 memorandum be duly recorded

Dated \_\_\_\_\_

Signature of employer \_\_\_\_\_

Witness \_\_\_\_\_

Signature of workman \_\_\_\_\_

Witness \_\_\_\_\_

(Note.—An application to register an agreement can be presented under the  
 signature of one party provided that the other party has agreed to the terms.  
 But both signatures should be appended whenever possible)

WORKMEN'S COMPENSATION RULES

Receipt (to be filled in when the money has actually been paid)

In accordance with the above agreement, I have this day received the sum of Rs \_\_\_\_\_



|

\_\_\_\_\_. Workman

Dated \_\_\_\_\_ 19\_\_\_\_\_

The money has been paid and this receipt signed in my presence

\_\_\_\_\_. Witness

Note.—This form may be varied to suit special cases e.g. injury by occupational disease, agreement when workman is under legal disability, etc.

FORM V

[See rule 44]

MEMORANDUM OF AGREEMENT

It is hereby submitted that on the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_\_, personal injury was caused to \_\_\_\_\_ residing at \_\_\_\_\_ by accident arising out of and in the course of employment in \_\_\_\_\_

The said injury has resulted in temporary disablement to the said workman, who is at present in receipt of wages amounting to Rs \_\_\_\_\_ per month no wages

The said workman's monthly wages prior to the accident are estimated at Rs \_\_\_\_\_. The workman is subject to a legal disability by reason of \_\_\_\_\_

It is further submitted that \_\_\_\_\_ the employer of the workman has agreed to pay and \_\_\_\_\_ on behalf of the said workman has agreed to accept half monthly payments at the rate of Rs \_\_\_\_\_ for the period of the said temporary disablement. This agreement is subject to the condition that the amount of the half monthly payments may be varied in accordance with the provisions of the said Act on account of an alteration in the earnings of the said workman during disablement. It is further stipulated that all rights of commutation

INDIAN WORKMEN'S COMPENSATION

under section 7 of the said Act are unaffected by this agreement  
It is therefore requested that this memorandum be duly recorded

Dated \_\_\_\_\_

Signature of employer \_\_\_\_\_

Witness \_\_\_\_\_

Signature of workman \_\_\_\_\_

Witness \_\_\_\_\_

(*Note*—An application to register an agreement can be presented under the nature of one party, provided that the other party has agreed to the terms. But both signatures should be appended whenever possible.)

Receipt (to be filled in when the money has actually been paid)

In accordance with the above agreement, I have this day received the sum of Rs \_\_\_\_\_



\_\_\_\_\_  
Workman

Dated \_\_\_\_\_ 19\_\_\_\_\_

The money has been paid and this receipt signed in my presence \_\_\_\_\_

\_\_\_\_\_  
Witness

(*Note*—This form may be varied to suit special cases e.g. injury by occupational disease etc.)

FORM N

[See rule 45]

Whereas an agreement to pay compensation is said to have been reached between \_\_\_\_\_ and \_\_\_\_\_ and whereas \_\_\_\_\_

has applied for registration of the agreement under section 28 of the Workmen's Compensation Act, 1923, notice is hereby given that the said agreement will be taken into consideration on \_\_\_\_\_

19 , and that any objections to the registration of the said agreement should be made on that date. In the absence of valid objections, it is my intention to proceed to the registration of the agreement

\_\_\_\_\_  
Commissioner

Dated \_\_\_\_\_ 19 .

WORKMEN'S COMPENSATION RULES

FORM O

[See rules 45 and 46]

Take notice that registration of the agreement to pay compensation said to have been reached between you \_\_\_\_\_  
and \_\_\_\_\_ on the \_\_\_\_\_ 19 ,  
has been refused for the following reasons namely —  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Commissioner

Dated \_\_\_\_\_ 19 .

FORM P

[See rule 46]

Whereas an agreement to pay compensation is said to have been  
reached between \_\_\_\_\_ and \_\_\_\_\_  
and whereas \_\_\_\_\_  
~~has~~ applied for registration of the agreement under section 28 of  
the Workmen's Compensation Act, 1923, and whereas it appears to  
me that the said agreement ought not to be registered for the  
following reasons, namely —

an opportunity will be afforded to you of showing cause on \_\_\_\_\_  
19 why the said agreement should be registered If no  
adequate cause is shown on that date registration of the agreement  
will be refused

Commissioner

Dated \_\_\_\_\_ 19

FORM Q

[See rule 46]

Whereas an agreement to pay compensation is said to have  
been reached between \_\_\_\_\_ and \_\_\_\_\_  
and whereas \_\_\_\_\_ <sup>has</sup> ~~have~~ applied for registration

of the agreement under section 28 of the Workmen's Compensation  
Act, 1923, and whereas it appears to me that the said

## INDIAN WORKMEN'S COMPENSATION

agreement ought not to be registered for the following reasons, namely :—

an opportunity will be afforded to the said \_\_\_\_\_  
of showing cause on \_\_\_\_\_ 19 , why the said agreement  
should be registered. Any representation which you have to  
make with regard to the said agreement should be made on that  
date. If adequate cause is then shown, the agreement may be  
registered.

Dated— 19

Commissioner.

**Form R.**

[See rule 48.]

*Register of agreements for the year 19*

# THE WORKMEN'S COMPENSATION (TRANSFER OF MONEY) RULES, 1935<sup>\*</sup>

## PART I—General

1 These rules may be called the Workmen's Compensation (Transfer of Money) Rules, 1935

2 In these rules, unless there is anything repugnant in the subject or context—

- (a) "the Act" means the Workmen's Compensation Act, 1923,
- (b) "authorised officer" means any officer whom the local Government may designate either generally or in respect of any area or class of cases, for the purpose of performing the functions assigned by these rules to the authorised officer,
- (c) "transferring authority" means any authority in any part of His Majesty's Dominions or in any other country who transfers or causes to be transferred any lump sum awarded under the law relating to workmen's compensation in such part or country and applicable for the benefit of any person residing or about to reside in British India

3 When any sum is transmitted by any authority in British India to any other authority in accordance with these rules, the cost of such transmission may be deducted from the sum so transmitted

4 Money transmitted by any authority in British India to any other authority in British India in accordance with these rules, shall be transmitted by one of the methods prescribed in rule 41 of the Workmen's Compensation Rules, 1924

## PART II—Transfer of money paid to a Commissioner for the benefit of any person residing or about to reside in another country

5 When the whole or any part of a lump sum deposited with a Commissioner for payment as compensation under the Act is payable to any person or persons residing or about to reside in any other country, the Commissioner may order the transfer to that country of the sum so payable

\* Promulgated in Government of India Department of Industries and Labour Notification No I 1013, dated the 13th March 1930

6 When the Commissioner has ordered the transfer of any sum under rule 5, he shall cause to be prepared and shall certify under his hand a memorandum containing a brief statement of the facts of the case, of the orders passed upon it, and of the name and address of each person to whom payment is to be made.

7 If the Commissioner is not himself the authorised officer he shall forward the memorandum in duplicate to the authorised officer and may either remit the sum to be transferred to the authorised officer or retain it and dispose of it in accordance with directions of the authorised officer. If the Commissioner is himself the authorised officer, he shall proceed as provided in rule 8.

8 The authorised officer, after satisfying himself that the memorandum is complete, shall forward it, and remit or cause to be remitted the sum to which it relates by such means of safe transmission as he may consider convenient to the authority appointed in this behalf for the country to which the sum is to be transferred, or if no such authority has been appointed, to such authority as the local Government may by general or special order direct, and shall at the same time request the authority addressed

- (a) to arrange for payment to be made in accordance with directions contained in the memorandum, and
- (b) to furnish him with a report of the action taken upon the memorandum and return any sum the payment of which is for any reason impossible.

9 (1) The authorised officer shall if he is not the Commissioner with whom the matter originated forward to such Commissioner a copy of any report received in response to a request made under rule 8.

(2) Any sum returned in accordance with rule 8 shall be disposed of in accordance with the Act.

### *PART III—Receipt and administration in British India of any money ordered under the law relating to workmen's compensation in another country*

10 (1) The authorised officer shall be the proper authority to receive money from transferring authorities.

(2) If any Commissioner or other Government servant, not being the authorised officer receives any sum from a transferring authority he shall either forward such sum together with any papers relating thereto, to the authorised officer for disposal or obtain the instructions of the authorised officer as to the disposal of the sum and papers and act in accordance with his instructions.

11 The authorised officer may himself dispose of any sum or part of any sum which he receives or of which he assumes control under rule 10 or may send it or any part of it for disposal to such Commissioner or Commissioners as he considers proper

12 All sums received from a transferring authority shall be disposed of as far as possible in accordance with the provisions of the Act and the Workmen's Compensation Rules, 1924

Provided that the directions, if any, received from the transferring authority as to the manner in which the sum should be administered shall be complied with

13 (1) The authorised officer shall forward to the transferring authority a report showing how the sum received from him has been disposed of

(2) Any Commissioner, not being the authorised officer, who has disposed of any part of the sum shall make a report in duplicate as to the disposal of that part to the authorised officer, and, if the sum was received by him from another such Commissioner acting in accordance with section 21 of the Act shall forward his report through that Commissioner

14 Any part of the sum received from the transferring authority which shall have remained undisbursed after the completion of the proceedings shall be returned to the transferring authority by, or under the direction of, the authorised officer

# CODE OF CIVIL PROCEDURE

(ACT V of 1908 )

## FIRST SCHEDULE\*

### ORDER V

#### *Issue and Service of Summons*

\* \* \* \* \*

#### *Service of Summons*

Delivery or  
transmission  
of summons  
for service

9 (1) Where the defendant resides within the jurisdiction of the Court in which the suit is instituted, or has an agent resident within that jurisdiction who is empowered to accept the service of the summons, the summons shall, unless the Court otherwise directs be delivered or sent to the proper officer to be served by him or one of his subordinates

(2) The proper officer may be an officer of a Court other than that in which the suit is instituted, and, where he is such an officer, the summons may be sent to him by post or in such other manner as the Court may direct

Mode of  
service

10 Service of the summons shall be made by delivering or tendering a copy thereof signed by the Judge or such officer as he appoints in this behalf and sealed with the seal of the Court

Service on  
several  
defendants

11 Save as otherwise prescribed, where there are more defendants than one, service of the summons shall be made on each defendant

Service to be  
on defendant  
in person  
when practicable  
able or on his  
agent

12 Wherever it is practicable, service shall be made on the defendant in person unless he has an agent empowered to accept service, in which case service on such agent shall be sufficient

Service on  
agent for  
whom it is  
agent carries  
in business

13 (1) In a suit relating to any business or work against a person who does not reside within the local limits of the jurisdiction of the Court from which the summons is issued service on any manager or agent, who, at the time of service personally carries on such business or work for such person within such limits shall be deemed good service

(2) For the purpose of this rule the master of a ship shall be deemed to be the agent of the owner or charterer

\*- Workmen's Compensation Act, rule 28

*First Schedule. Order V*

14. Where in a suit to obtain relief respecting or compensation for wrong to, immovable property, service cannot be made on the defendant in person and the defendant has no agent empowered to accept the service, it may be made on any agent of the defendant in charge of the property

15. Where in any suit the defendant cannot be found and has no agent empowered to accept service of the summons on his behalf, service may be made on any adult male member of the family of the defendant who is residing with him

*Explanation* —A servant is not a member of the family within the meaning of this rule

16. Where the serving officer delivers or tenders a copy of the summons to such other person as aforesaid refuses to sign, or where the serving officer, after using all due and reasonable diligence, cannot find the defendant, and there is no agent empowered to accept service of the summons on his behalf, nor any other person on whom service can be made, the serving officer shall affix a copy of the summons on the outer door or some other conspicuous part of the house in which the defendant ordinarily resides or carries on business or personally works for gain, and shall then return the original to the Court from which it was issued, with a report endorsed thereon or annexed thereto stating that he has so affixed the copy, the circumstances under which he did so, and the name and address of the person (if any) by whom the house was identified and in whose presence the copy was affixed

17. Where the defendant or his agent or such other person as aforesaid refuses to sign the acknowledgment, or where the serving officer, after using all due and reasonable diligence, cannot find the defendant, and there is no agent empowered to accept service of the summons on his behalf, nor any other person on whom service can be made, the serving officer shall affix a copy of the summons on the outer door or some other conspicuous part of the house in which the defendant ordinarily resides or carries on business or personally works for gain, and shall then return the original to the Court from which it was issued, with a report endorsed thereon or annexed thereto stating that he has so affixed the copy, the circumstances under which he did so, and the name and address of the person (if any) by whom the house was identified and in whose presence the copy was affixed

18. The serving officer shall, in all cases in which the summons has been served under rule 16, endorse or annex, or cause to be endorsed or annexed, on or to the original summons, a return stating the time when and the manner in which the summons was served, and the name and address of the person (if any) identifying the person served and witnessing the delivery or tender of the summons

19. Where a summons is returned under rule 17, the Court shall, if the return under that rule has not been verified by the affidavit of the serving officer, and may, if it has been so verified,

*First Schedule Order V*

examined  
make such  
hall either

declare that the summons has been duly served or order such service as it thinks fit

**Substituted service**

20 (1) Where the Court is satisfied that there is reason to believe that the defendant is keeping out of the way for the purpose of avoiding service, or that for any other reason the summons cannot be served in the ordinary way, the Court shall order the summons to be served by affixing a copy thereof in some conspicuous place in the Court house, and also upon some conspicuous part of the house (if any) in which the defendant is known to have last resided or carried on business or personally worked for gain or in such other manner as the Court thinks fit

**Effect of substituted service**

(2) Service substituted by order of the Court shall be as effectual as if it had been made on the defendant personally

**Where service substituted time for appearance to be fixed**

(3) Where service is substituted by order of the Court, the Court shall fix each time for the appearance of the defendant as the case may require

**Service of summons where defendant resides within jurisdiction of an other Court**

21 A summons may be sent by the Court by which it is issued whether within or without the province, either by one of its officers or by post to any Court (not being the High Court) having jurisdiction in the place where the defendant resides

**Service within Province of towns and Rangoon of summons issued by Courts outside**

22 Where a summons issued by any Court established beyond the limits of the towns of Calcutta, Madras Bombay and Rangoon is to be served within any such limits, it shall be sent to the Court of Small Causes within whose jurisdiction it is to be served

**Duty of Court to which summons is sent**

23 The Court to which a summons is sent under rule 21 or rule 22 shall, upon receipt thereof proceed as if it had been issued by such Court and shall then return the summons to the Court of issue together with the record (if any) of its proceedings with regard thereto

## First Schedule Order V

24. Where the defendant is confined in a prison, the Service on summons shall be delivered or sent by post or otherwise to the defendant in officer in charge of the prison for service on the defendant

25. Where the defendant resides out of British India and Service where has no agent in British India empowered to accept service, the defendant in officer in charge of the prison for service on the defendant

resides out of British India he is residing and sent to him by post, if there is postal communica- and has no agent between such place and the place where the Court is situate

26. Where—

(a) in the exercise of any foreign jurisdiction vested in foreign territory through His Majesty or in the Governor General in Council, Political Agent or

a Political Agent has been appointed, or a Court Agent or had been established or continued, with power to Court serve a summons issued by a Court under this Code in any foreign territory in which the defendant resides, or

(b) the Governor General in Council has, by notification in the *Gazette of India* declared, in respect of any Court situate in any such territory and not established or continued in the exercise of any such jurisdiction as aforesaid, that service by such Court of any summons issued by a Court under this Code shall be deemed to be valid service,

the summons may be sent to such Political Agent or Court, by post or otherwise, for the purpose of being served upon the defendant, and, if the Political Agent or Court returns the sum-

hy

bec

such endorsement shall be deemed to be evidence of service

27. Where the defendant is a public officer (not belonging to His Majesty's military, naval or air forces or His Majesty's Indian Marine Service), or is the servant of a railway company or local authority, the Court may, if it appears to it that the summons may be most conveniently so served, send it for service on the defendant to the head of the office in which he is employed, together with a copy to be retained by the defendant

28. Where the defendant is a soldier or airman, the Service on Court shall send the summons for service to his commanding officer together with a copy to be retained by the defendant.

*First Schedule Orders V and VII*

Duty of person to whom summons is delivered or sent for service

29. (1) Where a summons is delivered or sent to any person for service under rule 24, rule 27 or rule 28, such person shall be bound to serve it, if possible, and to return it under his signature, with the written acknowledgment of the defendant, and such signature shall be deemed to be evidence of service.

(2) Where from any cause service is impossible, the summons shall be returned to the Court with a full statement of such cause and of the steps taken to procure service, and such statement shall be deemed to be evidence of non-service.

Substitution of letter for summons

30. (1) The Court may, notwithstanding anything hereinbefore contained, substitute for a summons a letter signed by the Judge or such officer as he may appoint in this behalf, where the defendant is, in the opinion of the Court, of a rank entitling him to such mark of consideration.

(2) A letter substituted under sub rule (1) shall contain all the particulars required to be stated in a summons, and, subject to the provisions of sub rule (3), shall be treated in all respects as a summons.

(3) A letter so substituted may be sent to the defendant by post or by a special messenger selected by the Court, or in any other manner which the Court thinks fit, and, where the defendant has an agent empowered to accept service, the letter may be delivered or sent to such agent.

## ORDER VII

*Plaint*

\* \* \* \* \*

Procedure on admitting plaint

9. (1) The plaintiff shall endorse on the plaint or annex thereto, a list of the documents (if any) which he has produced along with it, and, if the plaint is admitted, shall present as many copies on plain paper of the plaint as there are defendants, unless the Court by reason of the length of the plaint or the number of the defendants, or for any other sufficient reason, permits him to present a like number of concise statements of the nature of the claim made, or of the relief claimed in the suit, in which case he shall present such statements.

(2) Where the plaintiff sues, or the defendant or any of the defendants is sued, in a representative capacity, such statements shall show in what capacity the plaintiff or defendant sues or is sued.

Concise statements

*First Schedule Order VII*

(3) The plaintiff may, by leave of the Court, amend such statements so as to make them correspond with the plaint

(4) The chief ministerial officer of the Court shall sign such list and copies or statements if, on examination, he finds them to be correct

10. (1) The plaint shall at any stage of the suit be returned <sup>Return of</sup> to be presented to the Court in which the suit should have been <sup>plaint</sup> instituted

(2) On returning a plaint the Judge shall endorse thereon <sup>Procedure on</sup> the date of its presentation and return, the name of the party <sup>returning</sup> presenting it, and a brief statement of the reasons for returning <sup>plaint</sup> it

11 The plaint shall be rejected in the following cases — <sup>I rejection of plaint</sup>

(a) where it does not disclose a cause of action

(b) where the relief claimed is undervalued, and the plaintiff, on being required by the Court to correct the valuation within a time to be fixed by the Court, fails to do so,

(c) where the relief claimed is properly valued, but the plaint is written upon paper insufficiently stamped, and the plaintiff, on being required by the Court to supply the requisite stamp paper within a time to be fixed by the Court, fails to do so,

(d) where the suit appears from the statement in the plaint to be barred by any law

12 Where a plaint is rejected the Judge shall record an <sup>Procedure on</sup> order to that effect with the reasons for such order <sup>rejecting plaint</sup>

13 The rejection of the plaint on any of the grounds hereinbefore mentioned shall not of its own force preclude the plaintiff from presenting a fresh plaint in respect of the same cause of action <sup>Where rejection of plaint does not preclude presentation of fresh plaint</sup>

*Documents Relied on in Plaintiff*

14 (1) Where a plaintiff sues upon a document in his possession or power, he shall produce it in Court when the plaint is presented, and shall at the same time deliver the document or a copy thereof to be filed with the plaint. <sup>of document on which plaint is based</sup>

*First Schedule Order VII*

List of other documents

(2) Where he relies on any other documents (whether in his possession or power or not) as evidence in support of his claim, he shall enter such documents in a list to be added or annexed to the plaint

Statement in case of documents not in plaintiff's possession or power

15. Where any such document is not in the possession or power of the plaintiff, he shall, if possible, state in whose possession or power it is

Suits on lost negotiable instruments

16. When the suit is founded upon a negotiable instrument, and it is proved that the instrument is lost, and an indemnity is given by the plaintiff, to the satisfaction of the Court, against the claims of any other person upon such instrument, the Court may pass such decree as it would have passed if the plaintiff had produced the instrument in Court when the plaint was presented, and had at the same time delivered a copy of the instrument to be filed with the plaint

Production of shop-book

17. (1) Save in so far as is otherwise provided by the Bankers' Books Evidence Act, 1891, where the document on which the plaintiff sues is an entry in a shop book or other account in his possession or power, the plaintiff shall produce the book or account at the time of filing the plaint, together with a copy of the entry on which he relies

Original to be marked and returned

(2) The Court, or such officer as it appoints in this behalf, shall forthwith mark the document for the purpose of identifying with the and return

Inadmissibility of document not produced when plaint filed

18. (1) A document which ought to be produced in Court by the plaintiff when the plaint is presented, or to be entered in the list to be added or annexed to the plaint, and which is not produced or entered accordingly, shall not, without the leave of the Court, be received in evidence on his behalf at the hearing of the suit

(2) Nothing in this rule applies to documents produced for cross examination of the defendant's witnesses, or in answer to any case set up by the defendant or handed to a witness merely to refresh his memory.

*First Schedule*

## ORDER IX

*Appearance of Parties and Consequence of Non appearance*

1. On the day fixed in the summons for the defendant to appear and answer, the parties shall be in attendance at the Court house in person or by their respective pleaders, and the suit shall then be heard unless the hearing is adjourned to a future day fixed by the Court

2. Where on the day so fixed it is found that the summons has not been served upon the defendant in consequence of the failure of the plaintiff to pay the court fee or postal charges (if any) chargeable for such service, the Court may make an order that the suit be dismissed

Provided that no such order shall be made although the summons has not been served upon the defendant, if on the day fixed for him to appear and answer he attends in person or by agent when he is allowed to appear by agent

3. Where neither party appears when the suit is called on for hearing, the Court may make an order that the suit be dismissed

4. Where a suit is dismissed under rule 2 or rule 3, the plaintiff may (subject to the law of limitation) bring a fresh suit, or he may apply for an order to set the dismissal aside, and if he satisfies the Court that there was sufficient cause for his not paying the court fee and postal charges (if any) required within the time fixed before the issue of the summons, or for his non appearance, as the case may be, the Court shall make an order setting aside the dismissal and shall appoint a day for proceeding with the suit

5. (1) Where, after a summons has been issued to the defendant, or to one of several defendants, and returned unserved, the plaintiff fails, for a period of three months from the date of the return made to the Court by the plaintiff after the issue of a fresh summons the suit will be dismissed as against such defendant, unless the plaintiff has within the said period satisfied the Court that—

(a) he has failed after using his best endeavours to discover the residence of the defendant who has not been served, or

*First Schedule Order IX*

- (b) such defendant is avoiding service of process, or
- (c) there is any other sufficient cause for extending the time,

in which case the Court may extend the time for making such application for such period as it thinks fit

(2) In such case the plaintiff may (subject to the law of limitation) bring a fresh suit

Procedure  
when only  
plaintiff  
appears

When sum-  
mons duly  
served

When sum-  
mons not  
duly served

When sum-  
mons served,  
but not in  
due time

6. (1) Where the plaintiff appears and the defendant does not appear when the suit is called on for hearing, then—

(a) if it is proved that the summons was duly served, the Court may proceed *ex parte*,

(b) if it is not proved that the summons was duly served, the Court shall direct a second summons to be issued and served on the defendant,

(c) if it is proved that the summons was served on the defendant, but not in sufficient time to enable him to appear and answer on the day fixed in the summons, the Court shall postpone the hearing of the suit to a future day to be fixed by the Court, and shall direct notice of such day to be given to the defendant

(2) Where it is owing to the plaintiff's default that the summons was not duly served or was not served in sufficient time, the Court shall order the plaintiff to pay the costs occasioned by the postponement

Procedure  
where defen-  
dant appears  
on day of  
adjourned  
hearing and  
assigns good  
cause for  
previous non  
appearance

7. Where the Court has adjourned the hearing of the suit *ex parte*, and the defendant, at or before such hearing, appears and assigns good cause for his previous non appearance, he may upon such terms as the Court directs as to costs or otherwise be heard in answer to the suit as if he had appeared on the day fixed for his appearance

Procedure  
where defen-  
dant only  
appears

8. Where the defendant appears and the plaintiff does not appear when the suit is called on for hearing, the Court shall make an order that the suit be dismissed, unless the defendant admits the claim, or part thereof, in which case the Court shall pass a decree against the defendant upon such admission, and,

*First Schedule Order IX*

where part only of the claim has been admitted, shall dismiss the suit so far as it relates to the remainder

9 (1) Where a suit is wholly or partly dismissed under Decree rule 8, the plaintiff shall be precluded from bringing a fresh suit in respect of the same cause of action. But he may apply for an order to set the dismissal aside, and if he satisfies the Court that there was sufficient cause for his non appearance when the suit was called on for hearing, the Court shall make an order setting aside the dismissal upon such terms as to costs or otherwise as it thinks fit and shall appoint a day for proceeding with the suit

(2) No order shall be made under this rule unless notice of the application has been served on the opposite party

10 Where there are more plaintiffs than one, and one or more of them appear, and the others do not appear, the Court may, at the instance of the plaintiff or plaintiffs appearing, permit the suit to proceed in the same way as if all the plaintiffs had appeared, or make such order as it thinks fit

11 Where there are more defendants than one, and one or more of them appear, and the others do not appear, the suit shall proceed, and the Court shall at the time of pronouncing judgment, make such order as it thinks fit with respect to the defendants who do not appear

12 Where a plaintiff or defendant, who has been ordered to appear in person, does not appear in person, or show sufficient cause to the satisfaction of the Court for failing so to appear, he shall be subject to all the provisions of the foregoing rules applicable to plaintiffs and defendants, respectively, who do not appear

*Setting aside Decrees Ex parte*

13 In any case in which a decree is passed *ex parte* against a defendant, he may apply to the Court by which the decree was passed for an order to set it aside, and if he satisfies the Court that the summons was not duly served, or that he was prevented by any sufficient cause from appearing when the suit was called on for hearing, the Court shall make an order setting aside the decree as against him upon such terms as to costs, payment into Court or otherwise as it thinks fit, and shall appoint a day for proceeding with the suit

*The First Schedule Order XIII*

Provided that where the decree is of such a nature that it cannot be set aside as against such defendant only it may be set aside as against all or any of the other defendants also

No decree to be set aside without notice to opposite party

14. No decree shall be set aside on any such application as aforesaid unless notice thereof has been served on the opposite party

**ORDER XIII***Production, Impounding and Return of Documents*

Documentary evidence to be produced at first hearing

1. (1) The parties or their pleaders shall produce, at the first hearing of the suit, all the documentary evidence of every description in their possession or power, on which they intend to rely, and which has not already been filed in Court, and all documents which the Court has ordered to be produced

(2) The Court shall receive the documents so produced Provided that they are accompanied by an accurate list thereof prepared in such form as the High Court directs

Effect of non production of documents

2. No documentary evidence in the possession or power of any party which should have been but has not been produced in accordance with the requirements of rule 1 shall be received at any subsequent stage of the proceedings unless good cause is shown to the satisfaction of the Court for the non production thereof, and the Court receiving any such evidence shall record the reasons for so doing

Rejection of irrelevant or inadmissible documents

3. The Court may at any stage of the suit reject any document which it considers irrelevant or otherwise inadmissible, recording the grounds of such rejection

Endorsements on documents admitted in evidence

4. (1) Subject to the provisions of the next following sub rule, there shall be endorsed on every document which has been admitted in evidence in the suit the following particulars, namely —

- (a) the number and title of the suit,
- (b) the name of the person producing the document,
- (c) the date on which it was produced, and
- (d) a statement of its having been so admitted,

and the endorsement shall be signed or initialled by the Judge

(2) Where a document so admitted is an entry in a book, account or record, and a copy thereof has been substituted for the original under the next following rule, the particulars aforesaid shall be endorsed on the copy and the endorsement thereon shall be signed or initialled by the Judge

## First Schedule Order XIII

5. (1) Save in so far as is  
Bankers' Books Evidence Act, 18<sup>c</sup>  
in evidence in the suit is an entry  
or other account in current use, the party on whose behalf the book  
or account is produced may furnish a copy of the entry

entries in  
books,  
accounts  
and records.

(2) Where such a document is an entry in a public record  
produced from a public office or by a public officer, or an entry  
in a book or account belonging to a person other than a party on  
whose behalf the book or account is produced the Court may  
require a copy of the entry to be furnished—

- (a) where the record book or account is produced on  
behalf of a party then by that party, or
- (b) where the record, book or account is produced in  
obedience to an order of the Court acting of its own  
motion then by either or any party

(3) Where a copy of an entry is furnished under the foregoing  
provisions of this rule, the Court shall after causing the copy to  
be examined, compared and certified in manner mentioned in  
rule 17 of Order VII, mark the entry and cause the book, account  
or record in which it occurs to be returned to the person producing  
it

6. Where a document relied on as evidence by a  
is considered by the Court to be inadmissible in evidence  
shall be endorsed thereon the particulars mentioned  
(a), (b) and (c) of rule 4, sub rule (1), together with a  
of its having been rejected, and the endorsement shall be  
initialled by the Judge

7. (1) Every document which has been admitted as  
evidence, or a copy thereof where a copy has been made  
for the original under rule 5, shall form part of the record of the  
suit

(2) Documents not admitted in evidence shall be excluded  
of the record and shall be returned to the person  
producing them

8. Notwithstanding anything contained in rule 17 of this Order or in rule 17 of Order VII, the Court may, for sufficient cause direct any document or book to be delivered to it in any suit to be impounded and kept in the custody of an officer of the Court, for such period and subject to such conditions as the Court thinks fit

*First Schedule Order XIII.*Return of  
admitted  
documents

9. (1) Any person, whether a party to the suit or not, desirous of receiving back any document produced by him in the suit and placed on the record shall, unless the document is impounded under rule 8, be entitled to receive back the same,—

- (a) where the suit is one in which an appeal is not allowed, when the suit has been disposed of, and
- (b) where the suit is one in which an appeal is allowed, when the Court is satisfied that the time for preferring an appeal has elapsed and that no appeal has been preferred or, if an appeal has been preferred, when the appeal has been disposed of

Provided that a document may be returned at any time earlier than that prescribed by this rule if the person applying therefor delivers to the proper officer a certified copy to be substituted for the original and undertakes to produce the original if required to do so

Provided also that no document shall be returned which, by force of the decree, has become wholly void or useless

(2) On the return of a document admitted in evidence, a receipt shall be given by the person receiving it

10. (1) The Court may of its own motion, and may in its discretion upon the application of any of the parties to a suit, send for, either from its own records or from any other Court, the record of any other suit or proceeding, and inspect the same

(2) Every application made under this rule shall (unless the Court otherwise directs) be supported by an affidavit showing how the record is material to the suit in which the application is made, and that the applicant cannot without unreasonable delay or expense obtain a duly authenticated copy of the record or of such portion thereof as the applicant requires, or that the production of the original is necessary for the purposes of justice

(3) Nothing contained in this rule shall be deemed to enable the Court to use in evidence any document which under the law of evidence would be inadmissible in the suit

Provisions as  
to documents  
so far as may be,  
applied to  
material  
objects

11. The provisions herein contained as to documents shall, so far as may be, apply to all other material objects producible as evidence

*First Schedule Order XVI*

## ORDER XVI

*Summoning and Attendance of Witnesses*

1 At any time after the suit is instituted the parties may obtain, on application to the Court or to such officer as it appoints in this behalf, summonses to persons whose attendance is required either to give evidence or to produce documents

2 (1) The party applying for a summons shall, before the summons is granted and within a period to be fixed, pay into Court such a sum of money as appears to the Court to be sufficient to defray the travelling and other expenses of the person summoned in passing to and from the Court in which he is required to attend, and for one day's attendance

(2) In determining the amount payable under this rule, the Court may in the case of any person summoned to give evidence as an expert allow reasonable remuneration for the time occupied both in giving evidence and in performing any work of an expert character necessary for the case

(3) Where the Court is subordinate to a High Court, regard shall be had, in fixing the scale of such expenses, to any rules made in that behalf

3 The sum so paid into Court shall be tendered to the person summoned, at the time of serving the summons, if it can be served personally

4 (1) Where it appears to the Court or to such officer as it appoints in this behalf that the sum paid into Court is not sufficient to cover such expenses or reasonable remuneration, the Court may direct such further sum to be paid to the person summoned as appears to be necessary on that account, and, in case of default in payment, may order such sum to be levied by attachment and sale of the movable property of the party obtaining the summons, or the Court may discharge the person summoned, without requiring him to give evidence, or may both order such levy and discharge such person as aforesaid

(2) Where it is necessary to detain the person summoned for a longer period than one day, the Court may, from time to time, order the party at whose instance he was summoned to pay into Court such sum as is sufficient to defray the expenses of his detention for such further period, and, in default of such deposit

*First Schedule Order XVI*

being made, may order such sum to be levied by attachment and sale of the movable property of such party, or the Court may discharge the person summoned without requiring him to give evidence, or may both order such levy and discharge such person as aforesaid.

Time place  
and purpose  
of attendance  
to be speci-  
fied in sum-  
mons\*

5 Every summons for the attendance of a person to give evidence or to produce a document shall specify the time and place at which he is required to attend and also whether his attendance is required for the purpose of giving evidence or to produce a document, or for both purposes, and any particular document, which the person summoned is called on to produce, shall be described in the summons with reasonable accuracy

Summons to  
produce  
document

6 Any person may be summoned to produce a document without being summoned to give evidence, and any person summoned merely to produce a document shall be deemed to have complied with the summons if he causes such document to be produced instead of attending personally to produce the same

Power to  
require per-  
sons present  
in Court to  
give evidence  
or produce  
document

7 Any person present in Court may be required by the Court to give evidence or to produce any document then and there in his possession or power

Summons  
how served

8 Every summons under this Order shall be served as nearly as may be in the same manner as a summons to a defendant and the rules in Order V as to proof of service shall apply in the case of all summonses served under this rule

Time for  
serving  
summons\*

9 Service shall in all cases be made in sufficient time before the time specified in the summons for the attendance of the person summoned, to allow him a reasonable time for preparation and for travelling to the place at which his attendance is required

Procedure  
where  
witness fails  
to comply  
with  
summons

10 (1) Where a person to whom a summons has been issued either to attend to give evidence or to produce a document fails to attend or to produce the document in compliance with such summons the Court shall, if the certificate of the serving-officer has not been verified by affidavit, and may, if it has been so verified examine the serving-officer on oath, or cause him to be so examined by another Court, touching the service or non-service of the summons

(2) Where the Court sees reason to believe that such evidence or production is material, and that such person has, without

*First Schedule Order XVI.*

lawful excuse, failed to attend or to produce the document in compliance with such summons or has intentionally avoided service, it may issue a proclamation requiring him to attend to give evidence or to produce the document at a time and place to be named therein, and a copy of such proclamation shall be affixed on the outer door or other conspicuous part of the house in which he ordinarily resides

(3) In lieu of or at the time of issuing such proclamation, or at any time afterwards the Court may, in its discretion, issue a warrant, either with or without bail, for the arrest of such person, and may make an order for the attachment of his property to such amount as it thinks fit, not exceeding the amount of the costs of attachment and of any fine which may be imposed under rule 12

Provided that no Court of Small Causes shall make an order for the attachment of immovable property

" " "

5

with the summons or intentionally avoid service, and, withdrawn

(b) where he has failed to attend at the time and place named in a proclamation issued under the last preceding rule, that he had no notice of such proclamation in time to attend,

the Court shall direct that the property be released from attachment, and shall make such order as to the costs of the attachment as it thinks fit

12. The Court may, where such person does not appear, or appears but fails so to satisfy the Court, impose upon him such fine not exceeding five hundred rupees as it thinks fit, having regard to his condition in life and all the circumstances of the case, and may order his property, or any part thereof, to be attached and sold or, if already attached under rule 10, to be sold for the purpose of satisfying all costs of such attachment, together with the amount of the said fine, if any.

Provided that, if the person whose attendance is required pays into Court the costs and fine aforesaid, the Court shall order the property to be released from attachment

13. The provisions with regard to the attachment and sale of property in the execution of a decree shall, so far as they are

witness fails to appear

*First Schedule Order XVI*

applicable, he deemed to apply to any attachment and sale under this Order as if the person whose property is so attached were a judgment debtor

Court may of its own accord summon as witnesses strangers to suit

14 Suhjeet to the provisions of this Code as to attendance and appearance and to any law for the time being in force, where the Court at any time thinks it necessary to examine any person other than a party to the suit and not called as a witness by a party to the suit the Court may, of its own motion, cause such person to be summoned as a witness to give evidence, or to produce any document in his possession, on a day to be appointed, and may examine him as a witness or require him to produce such document

Duty of persons summoned to appear and give evidence or produce document

15 Subject as last aforesaid, whoever is summoned to appear and give evidence in a suit shall attend at the time and place named in the summons for that purpose, and whoever is summoned to produce a document shall either attend to produce it, or cause it to be produced at such time and place

When they may depart

16 (1) A person so summoned and attending shall, unless the Court otherwise directs attend at each hearing until the suit has been disposed of

(2) On the application of either party and the payment through the Court of all necessary expenses (if any), the Court may require any person so summoned and attending to furnish security to attend at the next or any other hearing or until the suit is disposed of and in default of his furnishing such security, may order him to be detained in the civil prison

Application of rules 10 to 13

17 The provisions of rules 10 to 13 shall, so far as they are applicable, be deemed to apply to any person who having attended in compliance with a summons departs without lawful excuse, in contravention of rule 16

Procedure where witness apprehended cannot give evidence or produce document

18 Where any person arrested under a warrant is brought before the Court in custody and cannot, owing to the absence of the parties or any of them, give the evidence or produce the document which he has been summoned to give or produce, the Court may require him to give reasonable bail or other security to place as it thinks fit and, on release him, and, in default, may order him to be detained in the civil prison

*First Schedule Orders XVI and XVII.*

19 No one shall be ordered to attend in person to give evidence unless he resides—

- (a) within the local limits of the Court's ordinary original jurisdiction, or
- (b) without such limits but at a place less than fifty or (where there is railway or steamer communication or other established public conveyance for five sixths of the distance between the place where he resides and the place where the Court is situate) less than two hundred miles distance from the Court house

20. Where any party to a suit present in Court refuses, without lawful excuse, when required by the Court, to give evidence or to produce any document then and there in his possession or power, the Court may pronounce judgment against him or make such order in relation to the suit as it thinks fit

21. Where any party to a suit is required to give evidence or to produce a document, the provisions as to witnesses shall apply to him so far as they are applicable

Rules as to  
witnesses to  
apply to  
parties  
summoned

---

**ORDER XVII***Adjournments*

1. (1) The Court may, if sufficient cause is shown, at any stage of the suit grant time to the parties or to any of them, and may from time to time adjourn the hearing of the suit

Court may  
grant time  
and adjourn  
hearing

(2) In every such case the Court shall fix a day for the further hearing of the suit, and may make such order as it thinks fit with respect to the costs occasioned by the adjournment

Provided that, when the hearing of evidence has once begun, the hearing of the suit shall be continued from day to day until all the witnesses in attendance have been examined, unless the Court finds the adjournment of the hearing beyond the following day to be necessary for reasons to be recorded

2 Where, on any day to which the hearing of the suit is adjourned, the parties or any of them fail to appear, the Court may proceed to dispose of the suit in one of the modes directed in that behalf by Order IX or make such other order as it thinks fit

*First Schedule Orders, XVII and XXIII*

Court may proceed not notwithstanding either party fails to produce evidence, etc

3 Where any party to a suit to whom time has been granted fails to produce his evidence, or to cause the attendance of his witnesses, or to perform any other act necessary to the further progress of the suit, for which time has been allowed, the Court may, notwithstanding such default, proceed to decide the suit forthwith

---

## ORDER XXIII

*Withdrawal and Adjustment of Suits*

Withdrawal of suit or abandonment of part of claim

1. (1) At any time after the institution of a suit the plaintiff may as against all or any of the defendants, withdraw his suit or abandon part of his claim

(2) Where the Court is satisfied—

- (a) that a suit must fail by reason of some formal defect, or
- (b) that there are other sufficient grounds for allowing the plaintiff to institute a fresh suit for the subject matter of a suit or part of a claim,

it may on such terms as it thinks fit, grant the plaintiff permission to withdraw from such suit or abandon such part of a claim with liberty to institute a fresh suit in respect of the subject matter of such suit or such part of a claim

(3) Where the plaintiff withdraws from a suit, or abandons part of a claim without the permission referred to in such rule (2), he shall be liable for such costs as the Court may award and shall be precluded from instituting any fresh suit in respect of such subject matter or such part of the claim

(4) Nothing in this rule shall be deemed to authorize the Court to permit one of several plaintiffs to withdraw without the consent of the others

2 In any fresh suit instituted on permission granted under the last preceding rule, the plaintiff shall be bound by the law of limitation in the same manner as if the first suit had not been instituted

Limitation law not affected by first suit.

## WORKMEN'S COMPENSATION RETURNS\*

In exercise of the powers conferred by section 16 of the Workmen's Compensation Act, 1923 (VIII of 1923), and in supersession of the Notification of the Government of India in the Department of Industries and Labour, No L 1189, dated the 26th June 1924, the Governor General in Council is pleased to direct that an annual return in the form set forth in the Schedule hereto annexed shall be furnished by every person employing workmen who are —

- (A) . . . . .
- (B) of the Indian Mines Act, 1923, in any mine which is subject to the operation of that Act,
- (C) employed as railway servants otherwise than in a factory or mine,
- (D) employed, otherwise than in a clerical capacity or in a factory or mine, in connection with the operation or maintenance of a tramway as defined in section 3 of the Indian Tramways Act, 1886,
- (E) employed in any of the following categories but not falling under any of the foregoing heads (A), (B), (C) and (D) —
  - (i) otherwise than in a clerical capacity in the service of any Port Trust or Port Commission within the limits of any port subject to the Indian Ports Act, 1908,
  - (ii) in the manufacture or handling of explosives in any premises wherein, or within the precincts whereof, on any one day of the preceding twelve months, ten or more persons have been so employed,
  - (iii) in the service of any fire brigade,
  - (iv) otherwise than in a clerical capacity in connection with operations for winning natural petroleum or natural gas,
  - (v) otherwise than in a clerical capacity on any estate which is maintained for the purpose of growing cinchona, coffee, rubber, or tea, and on which on any one day in the preceding twelve months twenty-five or more persons have been so employed,

\*Government of India Department of Industries and Labour, Notification No. L-1189, dated the 28th March 1935

- (vi) otherwise than in a clerical capacity in the generating, transforming or supplying of electrical energy,
- (vii) in producing cinematograph pictures intended for public exhibition or in exhibiting such pictures

2 The return which shall relate to a calendar year, shall be furnished on or before the 1st February following the year to which the return relates, and the first return shall relate to the year 1935

3 The return shall be signed (a) by the employer, or where there is more than one employer by any employer, or (b) by any person directly responsible to the employer or employers for the management of the establishment to which it relates.

4 The return shall be furnished —

- (a) for workmen of all categories except (C) in paragraph 1—
  - (i) in the Punjab—to the Inspector of Factories,
  - (ii) in other provinces—to the Commissioner for Workmen's

Compensation for the area within which the said workmen are normally employed unless the local Government by notification in the local official Gazette specifies any other authority to whom the return shall be furnished,

- (b) for workmen falling in category (C) in paragraph 1—  
to the Secretary to the Railway Board (Railway Department) Government of India.

5 When the local Government or the Railway Board so direct the return shall be furnished in duplicate

6 Notwithstanding anything hereinbefore contained, the aforesaid return is not required to be submitted by any employer in respect of compensation paid on account of injuries suffered by his workmen during any period for which his liability under the Act has been insured with a Mutual Indemnity or other Insurance Company or during which he is a member of an association of employers which deals on behalf of its members with claims for compensation under the Act, if such company or association has with the consent of the local Government undertaken to submit returns as nearly as may be in the form set forth in the Schedule hereto annexed in respect of the employers insured with such company or belonging to such association. Such undertaking shall provide that the said returns shall be submitted not later than the 1st February, or at the discretion of and subject to such conditions as the local Government may impose, the 1st March following the year to which they relate

**WORKMEN'S COMPENSATION RETURNS  
SCHEDULE**

**WORKMEN'S COMPENSATION**

*Returns relating to period from*

*to 31st December 19 .*

*Province*

*District*

*Town or village*

*Post Office*

*Name of establishment<sup>1</sup>*

*Nature of work<sup>2</sup>*

*(To be omitted in case of railways )*

*Average numbers<sup>3</sup> employed per day* { *Adults*  
*Minors*

	ACCIDENTS						OCCUPATIONAL DISEASES <sup>4</sup>					
	Number of cases of injuries <sup>5</sup> in respect of which final compensation has been paid during the year			Amount of compensation <sup>6</sup> paid			Number of cases of diseases <sup>7</sup> in respect of which final compensation has been paid during the year			Amount of compensation <sup>8</sup> paid		
	Death	Permanent disablement	Temporary disablement *	Death	Permanent disablement	Temporary disablement *	Death	Permanent disablement	Temporary disablement *	Death	Permanent disablement	Temporary disablement *
Adults				Rs	Rs	Rs				Rs	Rs	Rs
Minors												

(Signed)

(Designation)

*Dated* ————— 19

## ASSAM RULES

### Fees \*

1 The following fees shall be payable in respect of proceedings under the Act—

(a) Where compensation is claimed in the form of recurring payments	Eight annas
(b) Where compensation is claimed in the form of a lump sum	One rupee where the sum does not exceed Rs 500 plus one rupee for each additional sum of Rs 500 or fraction thereof

2 Applications for commutation—

(a) By agreement between the parties	Eight annas
(b) In all other cases	Two rupees

3 Applications for the deposit of compensation—

(a) Under section 8 (1) of the Act	Nil
(b) Under section 8 (2) of the Act (in respect of each person to whom compensation is payable)	Eight annas

4 Applications for distribution by dependants for each dependant One rupee

5 Application for review—

(a) Where the review claimed is the continuance increase decrease or ending of half monthly payments	Eight annas
(b) Where the half monthly payments are sought to be converted into lump sum	Two rupees
(c) In all other cases	One rupee

\*The rules relating to both fees and costs were promulgated in Revenue Department Notification No 1059-I, dated the 18th July 1944.

**ASSAM RULES**

6	Applications for the registration of agreements—	
	(a) Where the application or the memo randum of agreement is signed by both parties	Nil
	(b) In all other cases	Eight annas
7	Applications to summon witness—	
	(a) For the first witness mentioned in the application	Eight annas
	(b) For every subsequent witness	Four annas
8		Three rupees
9		f compensation— passed by
	the Commissioner	Eight annas
	(b) In all other cases	The same fee as is payable on a similar appli- cation for compensation
10	All applications not otherwise provided for	Eight annas

2 In the case of any application falling under head X the Commissioner may if he thinks fit permit the application to be made without fee

3 If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent from that claimed by the applicant and if the fee which would have been payable by the applicant on an application for the relief which the Commissioner considers to be due is greater than the fee which has actually been paid the Commissioner may require the applicant to deposit fees to the extent of the difference

*Costs*

(1) Where the Commissioner directs that any costs shall not follow the event he shall state his reasons in writing

(2) The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court fees
- (b) the charges necessarily incurred on subsistence to witnesses and
- (c) pleader's fee on the scale prescribed in the following rule

(3) In any proceeding involving an application for compensation in the form of a lump sum, an application for commutation, or an application for indemnification the fee allowed shall be Rs 10 subject by special order of the Commissioner to diminution to a sum not less than Rs 5 and to increase to a sum not more than Rs 50 for each such proceeding. In all other applications the fee allowed shall be Rs 5 subject to increase by special order to a sum not exceeding Rs 20.

(4) When a party engages more pleaders than one to conduct or defend a case he shall be allowed one set of costs only.

(5) When several defendants having substantially one defence to make employ several pladlers they shall be allowed one set of costs only. In such cases it will be for the applicant, at the time of bearing to ask for a direction of the court that separate costs be not allowed.

(6) When two or more defendants having separate substantial defences have engaged the services of one pleader, they shall be allowed separate sets of costs. In this case it will be for the defendants interested to apply at the hearing for separate costs.

(7) When several defendants having separate defences are represented by separate pleaders they shall be entitled to separate costs.

#### *Statements regarding fatal accidents \**

(1) The notice sent by a Commissioner under sub section (1) of section 10 A of the Act shall be in Form X and shall be accompanied by a copy of Form Y.

(2) The statement submitted by an employer under section 10 A shall be in Form Y.

---

\*Notification No 883 G J dated the 19th February 1934. The two forms are similar to the forms for the United Provinces (pages 274 5).

## BENGAL RULES\*

### CHAPTER I

#### *Fees*

1 The following fees shall be payable in respect of proceedings under the Act—

I Applications for compensation—

- |   |   |
|---|---|
| (a) Where compensation is claimed in the form of recurring payments | Eight annas   |
| (b) Where compensation is claimed in the form of a lump sum         | One rupee where the sum does not exceed Rs 500 plus one rupee for each additional sum of Rs 500 or fraction thereof |

II Applications for commutation—

- |                                      |             |
|--------------------------------------|-------------|
| (a) By agreement between the parties | Eight annas |
| (b) In all other cases               | Two rupees  |

III Applications for the deposit of compensation—

- |   |             |
|---|-------------|
| (a) Under section 8 (1) of the Act  | Nil         |
| (b) Under section 8 (2) of the Act<br>(in respect of each person to whom compensation is payable) | Eight annas |

IV Applications for distribution by dependants

Eight annas for each dependant subject to a maximum of rupees five

\*Bengal Government Notifications 3426 Com., dated 3rd July 1934 and 6807 Com., dated 1st October 1934

V	Applications for review—	
	(a) Where the review claimed is the continuance, increase, decrease or ending of half monthly payments	Eight annas
	(b) Where the half monthly payments are sought to be converted into a lump sum	Two rupees
	(c) In all other cases	One rupee
VI	Applications for the registration of agreements—	
	(a) Where the application or the memorandum of agreement is signed by both parties	Nil
	(b) In all other cases	. Eight annas
VII	Applications to summon witness—	
	(a) For the first witness mentioned in the application	. Eight annas
	(b) For every subsequent witness	Four annas
VIII	Applications for indemnification	Three rupees
IX	Applications for the recovery of compensation—	
	(a) Under an order already passed by the Commissioner	Eight annas
	(b) In all other cases	The same fee as is payable on a similar application for compensation
X	All applications not otherwise provided for	Eight annas

2 In the case of any application falling under head X of rule 1 the Commissioner may, if he thinks fit, permit the application to be made without fee

3 If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent from that made by the court and if he does

the fee which has actually been paid the Commissioner may require the applicant to deposit fees to the extent of the difference

## CHAPTER II

*Costs*

1 Where the Commissioner directs that any costs shall not follow the event, he shall state his reasons in writing

2 The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court fees,
- (b) the charges necessarily incurred on subsistence money to witnesses, and
- (c) pleaders' fees on the scale prescribed in the following rule —

3 In ~~s~~  
tion in the  
or an applica  
subject by special order of the Commissioner to diminution to a sum not less than Rs 5 and to increase to a sum not more than Rs 50 for each such proceeding. In all other applications the fee allowed shall be Rs 5 subject to increase by special order to a sum not exceeding Rs 20

4 When a party engages more pleaders than one to conduct or defend a case he shall be allowed one set of costs only

5 When several defendants having substantially one defence to make employ several pleaders they shall be allowed one set of costs only. In such cases it will be for the applicant at the time of hearing to ask for a direction of the Court that separate costs be not allowed

6 When two or more defendants having separate substantial defences have engaged the services of one pleader they shall be allowed separate sets of costs. In this case it will be for the defendants interested to apply at the hearing for separate costs

7 When several defendants having separate defences are represented by separate pleaders they shall be entitled to separate costs

## CHAPTER III

*Statements regarding fatal accidents*

1 The notice to be sent to a workman's employer by a Commissioner under sub section (1) of section 10A of the Act shall be in Form I and shall be accompanied by a copy of Form II

2 The statement to be submitted by an employer under section 10A shall be in Form II

## FORM I.

To \_\_\_\_\_

Whereas I have received information that\* \_\_\_\_\_, a workman employed by you inf\_\_\_\_\_ has died as the result of an accident arising out of and in the course of employment, I hereby require you in accordance with section 10A of the Workmen's Compensation Act, 1923, to submit to me within thirty days of the receipt of this notice the enclosed form with the particulars required in paragraphs 1 and 2 and the particulars required in either paragraph 3 or paragraph 4 duly filled in. In the event of your admitting liability to pay compensation, the necessary deposit must, under section 10A(2) of the Act, be made within thirty days of the receipt of this notice.

Commissioner  
for Workmen's Compensation.

Date \_\_\_\_\_

## FORM II.

1 In reply to your notice dated the \_\_\_\_\_ 19\_\_\_\_\_, which was received by me on the \_\_\_\_\_ 19\_\_\_\_\_, it is submitted that\* \_\_\_\_\_ residing at (if available, home address) \_\_\_\_\_ a workman over/under 15 years of age employed inf\_\_\_\_\_ met with an accident on the \_\_\_\_\_ 19\_\_\_\_\_, as a result of which he died on the \_\_\_\_\_ 19\_\_\_\_\_. The monthly wages of the deceased amounted to Rs \_\_\_\_\_.

2 The circumstances in which the deceased met his death were as follows \_\_\_\_\_

3 I admit liability to pay as compensation, on account of the deceased's death, the amount of Rs \_\_\_\_\_ which was/will be deposited by (my agent) \_\_\_\_\_ with you on/before the \_\_\_\_\_ 19\_\_\_\_\_.

4 I disclaim liability to pay compensation on account of the deceased's death on the following grounds \_\_\_\_\_

\_\_\_\_\_ Employer.

\*Insert name of workman

†In or rt name of establishment

‡One of these paragraphs to be struck out

## CHAPTER IV

*Notice books under section 10(3)*

1 A notice book shall be maintained of notices under sub section (3) of section 10 by the following classes of employers—

- (a) Any person who has control over any premises which is a factory as defined in sub section (3) of section 2 of the Indian Factories Act 1911
- (b) The owner, agent or manager of any mine as defined in clause (f) of section 3 of the Indian Mines Act 1923

2 The notice book to be maintained under rule 1 shall be in the following form—

**Notice books of accidents**

(To be filled up by or on behalf of workman )

Date and time of accident \_\_\_\_\_

Date and time of notice \_\_\_\_\_

Name of person injured \_\_\_\_\_

Address \_\_\_\_\_

Cause of injury\_\_\_\_\_

***Signature or thumb impression of person giving notice***

(To be filled up by the employer or his agent )

Occupation of person injured \_\_\_\_\_

Rate of wages \_\_\_\_\_

Place of accident \_\_\_\_\_

Nature of injuries \_\_\_\_\_

Names of eye witnesses \_\_\_\_\_

Note of circumstances \_\_\_\_\_

## BIHAR AND ORISSA RULES\*

### CHAPTER I.

#### Fees.

I The following fees shall be payable in respect of proceedings under the Act —

I Applications for compensation —

(a) where compensation is claimed in the form of recurring payments	eight annas
(b) where compensation is claimed in the form of a lump sum	one rupee where the sum does not exceed Rs 500 plus one rupee for each additional sum of Rs 500 or fraction thereof

II Applications for commutation —

(a) by agreement between the parties	eight annas.
(b) in all other cases	.. two rupees

III Applications for the deposit of compensation —

(a) under section 8 (1) of the Act	nd
(b) under section 8 (2) of the Act (in respect of each person to whom compensation is payable)	.. eight annas.

IV Applications for distribution by dependants for each dependent

one rupee

\* Chapters I and II were promulgated in Revenue Department Notification No. 2314 XI 4/21 of the 24th July 1934 Chapter II in Notification No. 692 XI 2 Com. of 6th March 1934 and Chapter IV in Notification No. 161 XI 18 Com. R. of 16th July 1935.

BIHAR AND ORISSA RULES

V Applications for review —

- (a) where the review claimed is the continuance, increase, decrease or ending of half monthly payments eight annas
- (b) where the half monthly payments are sought to be converted into a lump sum two rupees
- (c) in all other cases one rupee

VI Applications for the registration of agreements —

- (a) where the application or the memorandum of agreement is signed by both parties nil
- (b) in all other cases eight annas

VII Applications to summon witness —

- (a) for the first witness mentioned in the application eight annas
- (b) for every subsequent witness four annas

VIII Applications for indemnification three rupees

IX Applications for the recovery of compensation —

- (a) under an order already passed by the Commissioner eight annas
- (b) in all other cases the same fee as is payable on a similar application for compensation

X All applications not otherwise provided for

eight annas

2 In the case of any application falling under head X the Commissioner may, if he thinks fit, permit the application to be made without fee

3 If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent than the applicant and if the fee which

the fee which has actually been paid, the Commissioner may require the applicant to deposit fees to the extent of the difference

## CHAPTER II

*Costs*

4 Where the Commissioner directs that no costs shall not follow the event, he shall state his reasons in writing

5 The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court fees,
- (b) the charges necessarily incurred on subsistence money to witnesses, and
- (c) pleader's fees on the scale prescribed in the following rule —

6 In any proceeding involving an application for compensation in the form of a lump sum an application for commutation or an application for indemnification, the fee allowed shall be Rs 10 subject by special order of the Commissioner to diminution to a sum not less than Rs 5 and to increase to a sum not more than Rs 50, for each such proceeding. In all other applications the fee allowed shall be Rs 5, subject to increase by special order to a sum not exceeding Rs 20.

7 When a party engages more pleaders than one to conduct or defend a case, he shall be allowed one set of costs only

8 When several defendants having substantially one defence to make employ several pleaders, they shall be allowed one set of costs only. In such cases it will be for the applicant, at the time of hearing, to ask for a direction of the Court that separate costs be not allowed.

9 When two or more defendants having substantial defences have engaged the services of one pleader, they shall be allowed separate sets of costs. In this case it will be for the defendants interested to apply at the hearing for separate costs.

10 When several defendants having separate defences are represented by separate pleaders, they shall be entitled to separate costs.

## CHAPTER III

*Statements regarding fatal accidents*

11 (1) The notice to be sent to a workman's employer by a Commissioner under sub section(1) of section 10 A of the Act shall be in Form I and shall be accompanied by a copy of Form II

(2) The statement to be submitted by an employer under section 10-A shall be in Form II

## FORM I

Whereas I have received information that (1) a workman employed by you in (2) has died as the result of an accident arising out of and in the course of employment, I hereby require you in accordance with section 10 A of the Workmen's Compensation Act, 1923 to submit to me within 30 days of the receipt of this notice the enclosed form with the particulars required in paragraphs 1 and 2 and the particulars required in either paragraph 3 or paragraph 4 duly filled in. In the event of your admitting liability to pay compensation, the necessary deposit must, under section 10 A (2) of the Act, be made within 30 days of the receipt of this notice.

Commissioner for  
Workmen's Compensation

(1) Insert name of workman

(2) Insert name of establishment

## FORM II

1 In reply to your notice dated the 19  
which was received by me on the 19  
it is submitted that (1)  
residing at .. workman over  
under  
15 years of age employed in (2) met with  
an accident on the 19 as a  
result of which he died on the 19  
The monthly wages of the deceased amounted to Rs

2 The circumstances in which the deceased met his death were as follows

3 I admit liability to pay as compensation, on account of the deceased's death, the amount of Rs which ~~was~~ will be deposited with you upon the 19

4 I disclaim liability to pay compensation on account of the deceased's death on the following grounds —

One of these  
paragraphs to  
be struck out.

Employer

(1) Insert name of workman

(2) Insert name of establishment

## CHAPTER IV

*Notice books under section 10 (3)*

12 (1) A notice book shall be maintained under sub section (3) of section 10 of the Act by employers who—

- (a) employ more than 460 workmen in iron and steel smelting and rolling mills,
- (b) employ more than 1,300 workmen in copper smelting and refining factories,
- (c) employ more than 120 workmen in railway workshops,
- (d) employ more than 160 workmen in sugar factories using vacuum pans,
- (e) employ more than 300 workmen in engineering works (including works in which metal products are manufactured),
- (f) employ workmen in any mine as defined in clause (f) of section 3 of the Indian Mines Act, 1923

(2) The notice hook required to be maintained by sub rule 1 shall be in the following form —

## FORM III

*Notice book of accidents*

(To be filled up hy or on behalf of workman )

Date and time of accident \_\_\_\_\_

Date and time of notice \_\_\_\_\_

Name of person injured \_\_\_\_\_

Address \_\_\_\_\_

Cause of injury \_\_\_\_\_

*Signature or thumb impression of person giving notice*

(To be filled up by the employer or his agent )

Rate of wages \_\_\_\_\_

Place of accident \_\_\_\_\_

Nature of injuries \_\_\_\_\_

Names of eye witnesses \_\_\_\_\_

Note of circumstances \_\_\_\_\_

## BOMBAY RULES\*

### PART I

#### PRELIMINARY

1 *Short title*—These rules may be called the Bomhay Workmen's Compensation Rules, 1934

2 *Definitions*—In these rules, unless there is anything repugnant in the subject or context,—

- (a) "The Act" means the Workmen's Compensation Act, 1923
- (b) "Form" means a form appended to these rules
- (c) "Section" means a section of the Act

### PART II

#### SCALES OF COSTS AND THE FEES PAYABLE IN RESPECT OF PROCEEDINGS BEFORE A COMMISSIONER

3 *Costs*—(1) Where the Commissioner directs that any costs shall not follow the event, he shall state his reasons in writing

(2) The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court fees,
- (b) the charges necessarily incurred on subsistence money to witnesses, and
- (c) pleader's fees on the scale prescribed in the following rule

(3) In any proceeding involving an application for compensation in the form of a lump sum, an application for commutation or an application for indemnification, the fee allowed shall be Rs 10 subject by special order of the Commissioner to diminution to a sum not less than Rs 5 and to increase to a sum not more than Rs 50 for each such proceeding. In all other applications, the fee allowed shall be Rs 5 subject to increase by special order to a sum not exceeding Rs 20

(4) When a party engages more pleaders than one to conduct or defend a case, he shall be allowed one set of costs only

\* Bombay Government Notification No 990 dated 19th September 1934

(5) When several defendants having substantially one defence to make employ several pleaders, they shall be allowed one set of costs only In such cases, it will be for the applicant, at the time of bearing, to ask for a direction of the Court that separate costs be not allowed

(6) When two or more defendants having separate substantial defences have engaged the services of one pleader, they shall be allowed separate sets of costs In this case, it will be for the defendants interested to apply at the hearing for separate costs

(7) When several defendants having separate defences are represented by separate pleaders, they shall be entitled to separate costs

**4 Fees**—The fees specified in column 3 of the subjoined schedule shall be payable in respect of the proceedings mentioned in the second column of the said schedule —

*Schedule*

No	Description of proceedings	Amount of Fees
I	Applications for compensation—	
	(a) Where compensation is claimed in the form of recurring payments	Eight annas
	(b) Where compensation is claimed in the form of a lump sum	One rupee where the sum does not exceed Rs 500 plus one rupee for each additional sum of Rs. 500 or fraction thereof
II	Applications for commutation—	
	(a) By agreement between the parties	Eight annas
	(b) In all other cases	Two rupees
III	Applications for the deposit of compensation—	
	(a) Under section 8 (1) of the Act	Nd
	(b) Under section 8 (2) of the Act (in respect of each person to whom compensation is payable)	. Eight annas

BOMBAY RULES

IV	Applications for distribution by dependants for each dependant	One rupee
V	Applications for review—	
	(a) Where the review claimed is the continuance increase decrease or ending of half monthly payments	Eight annas
	(b) Where the half monthly payments are sought to be converted into a lump sum	Two rupees
	(c) In all other cases	One rupee
VI	Applications for the registration of agreements—	
	(a) Where the application or the memorandum of agreement is signed by both parties	Nil
	(b) In all other cases	Eight annas
VII	Applications to summon witnesses—	
	(a) For the first witness mentioned in the application	Eight annas
	(b) For every subsequent witness	Four annas
VIII	Applications for indemnification	Three rupees
IX	Applications for the recovery of compensation—	
	(a) Under an order already passed by the Commissioner	Eight annas
	(b) In all other cases	The same fee as payable on a similar application for compensation
X	All applications not otherwise provided for	Eight annas

*N.B.—* In the case of any application falling under the head X the Commissioner may, if he thinks fit, permit the application to be made without fee.

*5. Applicant may be required to deposit excess fees.—* If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent from that claimed by the applicant, and if the fee which would have been payable by the applicant on an application for the relief which the Commissioner considers to be due is greater than the fee which has actually been paid, the Commissioner may require the applicant to deposit fees to the extent of the difference.

## PART III

## MAINTENANCE OF REGISTERS, LANGUAGE OF THE COURT RECORDS, CERTIFIED COPIES AND ALLOWANCES TO WITNESSES

6 *Register of applications*—All applications presented to the Commissioner shall be registered in a register in Form A

7. *Register of fatal accidents*—Every Commissioner shall maintain a separate register in Form B of fatal accidents which come to his knowledge either on account of deposits made by or on behalf of employers or because of applications made by dependants of a deceased workman for an order for deposit and payment of compensation

8 *Register of non-fatal accidents*—Every Commissioner shall maintain a separate register in Form C of non-fatal accidents which come to his knowledge in any of the following ways—

- (1) On account of applications for registration of memoranda of agreements
- (2) On account of applications for commutation of half monthly payments
- (3) On account of amount of compensation deposited with the Commissioner under section 8 (2)
- (4) On account of applications for settlement of claim made by the injured workman

9 *Language of the record*—The record of the Commissioner shall be kept in the English language

10 *Supply of certified copies to parties*—Certified copies of any papers in any proceedings before a Commissioner should be supplied to parties in accordance with the rules in Chapter XIII (in so far as they are consistent with the Act) of the Manual of Circulars issued by the High Court of Bombay for the guidance of Civil Courts

11 *Allowances to witnesses*—In cases where a Commissioner has to issue summons to a witness either at the instance of a party to a proceeding before him, or on his own initiative, the allowance to be paid to the witness shall be on the same scale as obtains in the Court of Small Causes

## PART IV

12 *Fees to assessors*—Where in pursuance of the provisions of sub-section (2) of section 20 any person possessing special knowledge of any matter relevant to the case under inquiry is

BOMBAY RULES

chosen by the Commissioner to assist him in holding the same, he shall be entitled to such fee as the Commissioner may fix, subject to a maximum of rupees fifty and a minimum of rupees twenty.

Provided that he shall be entitled to an additional fee of rupees ten.

- (a) for each extra case if he is required to sit in more than one case on the same day, and
- (b) for each of the second and third days of any one case.

**PART V**

**NOTICE UNDER SECTION 10 A AND THE STATEMENT BY THE EMPLOYER IN REPLY THERETO**

13 The notice sent by a Commissioner under sub section (1) of section 10 A shall be in Form D and shall be accompanied by a copy of Form E.

14 The statement submitted by an employer under section 10 A shall be in Form E.

**FORM A**

(See rule 6)

*Register of Applications for the year 19*

Date of presentation of the application Serial No	NATURE OF THE APPLICATION										ORDER
	A	B	C	D	E	F	G	H	I	Miscellaneous	

## INDIAN WORKMEN'S COMPENSATION

## FORM B.

(See rule 7.)

*Register of fatal accidents for the year 19*

Serial No	Date of information	Date of accident	Name of the deceased workman	Name of the employer	Dependants of the deceased workman	Nature of accident and injury	Amount of compensation and rate of monthly wages	Date of distribution among the dependants	Remarks

## FORM C

(See rule 8)

*Register of non fatal accidents for the year 19*

Serial No	Date of information	Date of accident	Name of the workman injured	Name of the employer	NATURE OF INJURY		AMOUNT OF COMPENSATION AND MONTHLY WAGES		Date of disposal	Remarks
					Permanent	Temporary	Lump sum	Half monthly		

BOMBAY RULES

FORM D

(See rule 13 )

Whereas I have received information that (1)  
, a workman employed by you in (2)  
has died as the result of an accident arising out of and in the course of his employment, I hereby require you in accordance with section 10 A of the Workmen's Compensation Act, 1923, to submit to me within thirty days of the receipt of this notice the enclosed Form with the particulars required in paragraphs 1, 2 and 3 and the particulars required in either paragraph 4 or 5 duly filled in. In the event of your admitting liability to pay compensation, the necessary deposit must, under section 10 A (2) of the said Act, be made within thirty days of the receipt of this notice

Commissioner for Workmen's Compensation

Dated 193

(1) Insert name of workman (2) Insert name of establishment

FORM E

(See rule 14 )

I In reply to your notice dated the 19 which  
was received by me on the 19, it is  
submitted that (1) , residing at  
of age employed in (2) met with an  
accident on the 19 as a result of  
which he died on the 19

The monthly wages of the deceased amounted to Rs

2 The circumstances in which the deceased met his death were as follows —

3 The deceased left the following dependants (3)

\*4 I admit liability to pay as compensation, on account of the deceased's death, the amount of Rs which <sup>was</sup> will be deposited with you <sup>on</sup> before the 19

\*5 I disclaim liability to pay compensation on account of the deceased's death on the following grounds —

Employer

.....

.....

## CENTRAL PROVINCES RULES

### Costs \*

1 Where the Commissioner directs that no costs shall not follow the event, he shall state his reasons in writing.

2 The costs which may be awarded shall include—

(a) the charges necessarily incurred on account of court fees,

(b) the charges necessarily incurred on subsistence money to witnesses, and

(c) pleaders' fees on the scale prescribed in the following rule

3 In any proceeding involving an application for compensation in the form of a lump sum, an application for commutation or an application for indemnification, the fee allowed shall be Rs 10, subject by special order of the Commissioner to diminution to a sum not less than Rs 5 and to increase to a sum not more than Rs 50 for each such proceeding. In all other applications the fee allowed shall be Rs 5, subject to increase by special order to a sum not exceeding Rs 20.

4 When a party engages more pleaders than one to conduct or defend a case, he shall be allowed one set of costs only.

5 When several defendants having substantially one defence to make employ several pleaders, they shall be allowed one set of costs only. In such cases it will be for the applicant, at the time of hearing, to ask for a direction of the court that separate costs be not allowed.

6 When two or more defendants having separate substantial defences have engaged the services of one pleader, they shall be allowed separate sets of cost. In this case it will be for the defendants interested to apply at the hearing for separate costs.

7. When several defendants having separate defences are represented by separate pleaders, they shall be entitled to separate costs.

\*The rules relating to costs and fees were promulgated in Commerce and Industry Department Notification No 1736—1231—XIII, dated the 6th August 1924.

CENTRAL PROVINCES RULES

*Fees*

8 The following fees shall be payable by means of court fee stamps in respect of proceedings under the Act —

I — Applications for compensation—

(a) Where compensation is claimed in the form of recurring payments	Eight annas
(b) Where compensation is claimed in the form of a lump sum	One rupee where the sum does not exceed Rs 500 <i>plus</i> one rupee for each additional sum of Rs 500 or fraction thereof

II — Applications for commutation—

(a) By agreement between the parties	Eight annas
(b) In all other cases	Two rupees

III — Applications for the deposit of compensation—

(a) Under section (8) (1) of the Act	<i>Nil</i>
(b) Under section (8) (2) of the Act (in respect of each person to whom compensation is payable)	Eight annas

IV — Applications for distribution by dependants for each defendant One rupee

V — Applications for review—

(a) Where the review claimed is the continuance increase decrease or ending of half monthly payments	Eight annas
(b) Where the half monthly payments are sought to be converted into a lump sum	Two rupees
(c) In all other cases	One rupee

VI — Applications for the registration of agreements—

(a) Where the application or the memorandum or agreement is signed by both parties	<i>Nil</i>
(b) In all other cases	Eight annas

## VII — Applications to summon witnesses—

- (a) For the first witness mentioned in the application Eight annas
- (b) For every subsequent witness Four annas

## VIII — Applications for indemnification Three rupees

## IX — Applications for the recovery of compensation—

- (a) Under an order already passed by the Commissioner Eight annas
- (b) In all other cases The same fee as is payable on a similar application for compensation

## X — All applications not otherwise provided for

Eight annas

9 Diet money shall be paid to witnesses on the same scale as is in force at the time in the Criminal Courts of the province

10 In the case of any application falling under head X, the Commissioner may, if he thinks fit, permit the application to be made without fee

11 If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent from that claimed by the applicant, and if the fee which would have been payable by the applicant on an application for the relief which the Commissioner considers to be due is greater than the fee which has actually been paid, the Commissioner may require the applicant to deposit fees to the extent of the difference

*Registers and Records*

{ Rules for the maintenance of register and records of proceedings by Commissioners were promulgated in Notification No 248 96 XIII dated the 2nd February 1925 These are not reproduced here }

*Statements regarding fatal accidents \**

(1) The notice sent by a Commissioner under sub section (1) of section 10 A of the Act shall be in Form X and shall be accompanied by a copy of Form Y

(2) The statement submitted by an employer, under section 10 A shall be in Form 1

---

\* Not Section No 853 314 XIII of 1st May 1931

## CENTRAL PROVINCES RULES

## FORM X

## NOTICE

To

The (Employer) \_\_\_\_\_  
nt \_\_\_\_\_

Whereas I have received information that \* \_\_\_\_\_, a workman employed by you int \_\_\_\_\_, has died as the result of an accident arising out of and in the course of employment, I hereby require you in accordance with section 10 A of the Workmen's Compensation Act, 1923, to submit to me within thirty days of the receipt of this notice the enclosed form with the particulars required in paragraphs 1 and 2 and the particulars required in either paragraph 3 or paragraph 4 duly filled in. In the event of your admitting liability to pay compensation, the necessary deposit must, under section 10 A (2) of the Act, be made within thirty days of the receipt of this notice.

*Commissioner for Workmen's Compensation*

\* Insert name of workman      † Insert name of establishment

## FORM Y

STATEMENT UNDER SECTION 10 A OF THE WORKMEN'S  
COMPENSATION ACT, 1923

To

The Commissioner of Workmen's Compensation  
nt \_\_\_\_\_

1 In reply to your notice dated the \_\_\_\_\_ 193 \_\_\_\_\_, which was received by me on the \_\_\_\_\_ 193 \_\_\_\_\_, it is submitted that\* \_\_\_\_\_, residing at \_\_\_\_\_, a workman over \_\_\_\_\_ under 15 years of age, employed int \_\_\_\_\_,

met with an accident on the \_\_\_\_\_ 193 \_\_\_\_\_, as a result of which he died on the \_\_\_\_\_ 193 \_\_\_\_\_.

The monthly wages of the deceased amounted to Rs \_\_\_\_\_.

2 The circumstances in which the deceased met his death were as follows \_\_\_\_\_.

†3 I admit liability to pay no compensation, on account of the deceased's death, the amount of Rs \_\_\_\_\_ which was \_\_\_\_\_ deposited with you on before the \_\_\_\_\_ 193 \_\_\_\_\_.

†4 I disclaim liability to pay compensation on account of the deceased's death on the following grounds \_\_\_\_\_.

\*Insert name of workman

†One of these paragraphs to be struck out.

*Notice Books \***Section 33 (d)*

**1 Maintenance of notice books** — Every employer of workmen employed in—

- (a) a perennial factory falling within the meaning of clause (a) of sub section (3) of section 2 of the Indian Factories Act, 1911 (XII of 1911), or
- (b) a mine, as defined in clause (f) of section 3 of the Indian Mines Act, 1923 (IV of 1923), or
- (c) a railway, as defined in clause (4) of section 3 and sub-section (1) of section 148 of the Indian Railway Act, 1890 or
- (d) electric works, as defined in clause (n) of section 2 of the Indian Electricity Act, 1910,

shall maintain a notice book in the form appended, in accordance with the provisions of sub section (3) of section 10 of the Act

*Form of Notice Book required to be maintained under section 10 (3) of the Workmen's Compensation Act, 1923*

Date of accident and time if known	Name of person injured	Address of person injured	Cause of injury	Date and time of notice	Thumb impression or signature of person giving notice

*Section 33 (f)*

**2 Reports of fatal accidents** — In all cases in which by any law for the time being in force, notice of a fatal accident is required to be given to any authority by or on behalf of an employer, the report under section 10 B (1) of the Act, shall, under the proviso to that section, be made to the said authority

**NOTE** — If the notice in question gives the particulars required by the report employers may comply with the requirements of section 10 B by sending the notice in duplicate

\*Notification No 1588 860 XIII dated the 4th August 1934

## BERAR RULES

These are the same as the Central Provinces rules, the corresponding notifications are —

*Costs and Fees* — 1737 1251 XII, dated the 6th August 1924

*Registers and Records* — 249 96 XIII, dated the 2nd February 1925

*Statements regarding Fatal Accidents* — 854 314 XIII, dated the 1st May 1934

*Notice Books* — 1588 869 XIII, dated the 4th August 1934

## MADRAS RULES.

### *Costs*

1 Where the Commissioner directs that any costs shall not follow the event, he shall state his reasons in writing

2 The costs which may be awarded shall include—

(a) the charges necessarily incurred on account of court-fees,

(b) the charges necessarily incurred on subsistence money to witnesses, and

(c) pleader's fees on the scale prescribed in the following rule

3 (a) In any proceeding involving an application for compensation in the form of a lump sum or for commutation or for indemnification the pleader's fee allowable shall ordinarily be Rs 10

The Commissioner may, in any such proceeding for sufficient causa, reduce the fee to a sum not less than Rs 5 or increase it to a sum of not exceeding Rs 30

(b) In all other applications the pleader's fee shall ordinarily be Rs 5

The Commissioner may, in any special case, increase the fee to a sum not exceeding Rs 20

4 When a party engages more pleaders than one to conduct or defend a case, he shall be allowed one set of costs only

5 If several respondents having substantially one defence to make, succeed thereon, not more than one fee shall be allowed and the court shall apportion it among the several respondent in such manner as it may think fit

6 If several respondents have separate and distinct defence to make, they may, if successful, be allowed separate costs whether they are represented by separate pleaders or not

### *Fees*

7 The fees payable in respect of proceedings under the Act shall be as prescribed hereunder —

I Application for compensation—

(a) where compensation is claimed in the form of recurring payments under class D of sub section (1) of section 4      Eight annas

\*Madras Government Notification under Orders No 2083 (General) dated 18th July 1934 and No 1411 L dated 4th July 1934

MADRAS RULES

- (b) where compensation is claimed in the form of a lump sum under clauses A B or C of sub section (1) of section 4      (i) where the sum claimed does not exceed Rs 500 one rupee, and  
 (ii) where the sum claimed exceeds Rs 500 one rupee for each sum of Rs 500 or fraction thereof

**II Application for commutation under section 7—**

- |  |             |
|--|-------------|
| (a) where it is by agreement between the parties | Eight annas |
| (b) in any other case                            | One rupee   |

**III Application for the deposit of compensation—**

- |  |             |
|--|-------------|
| when presented under section 8 (1)   | Nil         |
| when presented under section 8 (2) (in respect of each person to whom compensation is payable) | Eight annas |

**IV Application for apportionment of compensation under section 8 (1)** One rupee for each dependent

**V. Application for review—**

- |  |             |
|--|-------------|
| (a) where the review claimed is the continuance increase decrease or ending of half monthly payments under section 6 (2) | Eight annas |
| (b) where the half monthly payments are sought to be converted into a lump sum under section 6 (2)                       | One rupee   |
| (c) in all other cases   | One rupee   |

VI	Application for the registration of agreements—	
	(a) where either the application or the memorandum of agreement accompanying it is signed by both the parties under section 28 (1)	Nil
	(b) in any other case	Eight annas
VII	Application to summon witnesses—	
	(a) when the application is to summon a single witness	Eight annas
	(b) when the application is to summon more than one witness	Eight annas for the first witness and four annas for every subsequent witness
VIII	Application for indemnification under section 13	Three rupees
IX	Application for the recovery of compensation—	
	(a) under an order already passed by the Commissioner	Eight annas
	(b) in all other cases	The same fee as is payable on a similar application for compensation
X	All applications not otherwise provided for	Eight annas

8 In the case of any application falling under head X the Commissioner may, if he thinks fit permit the application to be made without fee

9 Where the Commissioner grants relief of a different kind from or to a greater extent than that claimed by the applicant and if the fee which would have been payable on an application for the relief which the Commissioner grants is greater than the fee which has actually been paid the Commissioner shall require the applicant to deposit the difference The order shall not be executed until the difference is paid

10 All fees payable under these rules shall be collected in the manner prescribed by the Conrt Fees Act

11 The following registers shall be maintained by the Commissioner —

- (1) A register in Form I of application for the settlement of any matter filed before the Commissioner
- (2) A register in Form II of subpoena applications filed before the Commissioner
- (3) A register in Form III of processes delivered for service on parties
- (4) A register in Form IV of court fees on all applications filed before the Commissioner
- (5) A register in Form V of deposits received from and repayments made to parties
- (6) A register in Form VI of miscellaneous applications filed before the Commissioner and
- (7) A register in Form VII showing the receipt and disposal of applications for copies of records

12 (1) All applications presented to the Commissioner shall be headed with a cause title as in Form VIII

(2) All proceedings subsequent to an original application or petition may be headed with a short cause title as in Form IX

13 The full name residence and description of each party and if such is the case the fact that any party proceeds or is proceeded against in a representative character shall be set out at the beginning of the application or petition as in Form X and need not be repeated in the subsequent proceedings in the same application or petition

14 Every application shall at the foot thereof contain a list to be signed by the applicant or his representative of the documents filed therewith in Form XI or a statement signed as aforesaid that no document is filed therewith

15 All applications written statements and other proceedings and documents may be presented to or filed in court by delivering the same personally to the Chief Ministerial Officer of the Court at any time during office hours or by sending them by registered post to that officer. The said officer shall at once endorse on the documents the date of presentation or receipt by registered post and if proceedings are thereby instituted shall insert the serial number

16 Without prejudice to anything contained in the Act or in the rules framed thereunder by the Government of India or in these rules a party shall be at liberty to inspect and obtain a copy of any document recited or referred to in an application or written statement and filed in court therewith

17 Every party and his representative desiring to inspect or to obtain copy of any proceedings filed in court by him or any other party or a Commissioner or Officer of Court or any other record relating to the application or matter to which he or his client is a party shall present a memorandum in Form XII specifying the proceedings or record of which inspection or copy is required

18 An application for inspection or copies of records or documents of, or in the custody of, a court other than records or documents filed in an application or proceeding or matter to which the applicant is a party shall be made in Form XII and shall be supported by an affidavit stating whether the applicant has any and if so what interest in the subject matter of the document or of the proceeding in which the record or document is filed, the purpose for which inspection or copy is required and if the same is required for the purpose of an intended or pending proceeding the nature of the said proceeding and the relevancy of the record or document to the case of the applicant

The court may in its discretion grant or refuse leave to inspect or to obtain a copy of the record or document applied for after causing notice of the application to be given to the parties to the said proceedings if it thinks necessary

19 When a person is entitled to inspect a proceeding or document the search therefor shall be made by the officer of the court and such person shall be allowed to read the proceedings or document which he is entitled to inspect or to have it read to him and to make a short memorandum of the date and nature thereof so as to enable him to describe it sufficiently in case a copy is required but except where otherwise expressly provided by these rules he shall not be entitled to take a copy of the proceeding or document or any part thereof or to make extracts therefrom

20 All copies furnished by the court shall be certified to be true copies and shall be sealed with the seal of the court. The Chief Ministerial Officer of the Court shall initial every alteration and interlineation in the copy and shall sign a certificate at the foot thereof that the same is a true copy and shall also state the number of alterations and interlineations made therein.

21 Every copy shall bear an endorsement showing the following dates —

- (1) application made,
- (2) stamp papers or charges called for,
- (3) stamp papers or charges deposited,

- (4) copy ready and
- (5) copy delivered or posted

22 (1) One stamp paper of the value of three annas shall be brought in for every 175 words or fraction of 175 words

(2) Four figures shall be taken as equivalent to one word and vernacular words with short suffixes and inflections shall be counted as one word

(3) Cost of copying maps plans genealogical trees, tabular statements or other work requiring skilled labour shall be fixed by the Commissioner and deposited in court in cash

Provided that the Commissioner may, in the case of poverty of the applicant grant copies free of cost notwithstanding the provisions contained in sub rules (1) and (3)

23 (1) On receipt of an application for copies of records or documents, notice shall be given by post to the applicant of the number of stamp papers required and the amount to be deposited in cash

(2) If the required stamp papers or cash are not received within a fortnight from the date of notice, the application shall be struck off

(3) The procedure above described shall also apply to calls for additional stamp papers or cash when the first supply has been found to be insufficient

(4) The applicant may in his application for a certified copy apply that the same may be delivered to him in person or through the post at a specified address and the copies shall be delivered accordingly and if the applicant so requires by registered post If any such copy is not claimed by the applicant within 12 months from the date on which it was ready, the copy shall be destroyed

(5) If a document of which a copy or inspection is sought is not found on record, the applicant shall be entitled to a certificate to that effect

court at the hearing of the application

24 (1) The notice sent by the Commissioner under sub-section (1) of section 10-A shall be in Form XIII and shall be accompanied by a copy of Form XIV.

(2) The statement submitted by an employer under section 10-A shall be in Form XIV

**Notice Books**

25 Notice books in Form XV shall be maintained in all establishments specified below wherein 1,000 workmen or more are employed —

- (a) Textile mills
- (b) Jute mills
- (c) Railway workshops
- (d) Distilleries

[Forms I to VII are forms of registers maintained by Commissioners under rule 11 and are not reproduced here]

**FORM VIII****CAUSE TITLE**

*In the Court of the Commissioner for Workmen's Compensation*

Application No of 192 .

*Between*

1 T Ramaswami Chetti and 2 T Sivaswami Chetti *Applicants,*  
*and*

1 M Munuswami Pillai and 2 M Ramaswami Pillai *Opposite  
parties*

**FORM IX****SHORT CAUSE TITLE**

*In the Court of the Commissioner for Workmen's Compensation*

Application No of 192 .

*Between*

1 T Ramaswami Chetti and five others *. Applicants*  
*and*

1 M Munuswami Pillai and four others *Opposite  
parties*

**FORM X****CAUSE TITLE**

*Application*

The abovenamed applicants state as follows —

(1) Tanjore Ramaswami Chetti, the first applicant, is a workman and resides at \_\_\_\_\_

(2) \_\_\_\_\_

The address of the applicants for service of all notices and process is \_\_\_\_\_

MADRAS RULES

2 Madura Munuswami Pillai, the first named opposite party, is the employer of \_\_\_\_\_ and resides at \_\_\_\_\_

3 (Set out the facts showing the cause of action, in consecutive numbered paragraphs)

4 The applicants estimate the value of the relief sought by them at the sum of Rs

5 The applicants pray that

(a) (Set out reliefs claimed in successive paragraphs)

(Sd ) T RAMASWAMI CHETTI

**FORM XI**

**LIST OF DOCUMENTS UNDER RULE—————  
(Cause title )**

Serial number	Date if any of documents in vernacular and in English	Parties to the document	Description of document

(Signed)

Applicant or (opposite party) or pleader or representative of the applicant or opposite party

**FORM XII**

**FORM OF APPLICATION FOR SEARCH OF RECORDS**

To

The Commissioner for Workmen's Compensation, Madras

The undersigned hereby applies for inspection

Name and address of applicant in full	Description of record as far as possible	Whether copy or inspection is required	Purpose for which inspection or copy is required	Order of Court, if any, under which application is made

Date

*Signature of  
applicant*

## FORM XIII

Whereas I have received information that \* a workman employed by you in † has died as the result of an accident arising out of and in the course of his employment, I hereby require you in accordance with section 10 A of the Workmen's Compensation Act, 1923, to submit to me within thirty days of the receipt of this notice a statement in the enclosed form with the particulars required in paragraphs 1 and 2 and the particulars required either in paragraph 3 or in paragraph 4, duly filled in. In the event of your admitting liability to pay compensation, the necessary deposit must, under section 10 A (2) of the Act, be made within thirty days of the receipt of this notice.

*Commissioner for Workmen's Compensation*

## FORM XIV

1 In reply to your notice, dated the 19 , which was received by me on the 19 it is submitted that\* residing at a workman <sup>over</sup> <sub>under</sub> 15 years of age employed in † met with an accident on the 19 , as a result of which he died on the 19 . The monthly wages of the deceased amounted to Rs

2 The circumstances in which the deceased met his death were as follows —

One of these paragraphs to be struck out { 3 I admit liability to pay as compensation, on account of the deceased's death, the amount of Rs which <sup>was</sup> <sub>will be</sub> deposited with you <sup>on</sup> <sub>before</sub> the 19  
4 I disclaim liability to pay compensation on account of the deceased's death on the following grounds —

5 The names and addresses of the dependants of the deceased so far as known to me are—

*Employer*

\*Insert name of workman

†Insert name of establishment

## MADRAS RULES

## FORM XV.

[Form of Notice Book required to be maintained under section 10 (3) of the Workmen's Compensation Act, 1923].

Date of accident and time if known (1)	Name of workman injured (2)	Address of workman injured (3)	Cause of injury. (4)	Date and time of notice. (5)	Thumb impression or signature of person giving notice. (6)

## PUNJAB RULES

### Costs \*

1 Where the Commissioner directs that any costs shall not follow the event, he shall state his reasons in writing

2 The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court-fees;
- (b) the charges necessarily incurred on subsistence money to witnesses, and
- (c) pleader's fees on the scale prescribed in the following rule

3 In any proceeding involving an application for compensation in the form of a lump sum, an application for commutation or an application for indemnification, the fee allowed shall be Rs 10 subject by special order of the Commissioner to diminution to a sum not less than Rs 5 and to increase to a sum not more than Rs 50 for each such proceeding. In all other applications the fee allowed shall be Rs 5, subject to increase by special order to a sum not exceeding Rs 20

4 When a party engages more pleaders than one to conduct or defend a case he shall be allowed one set of costs only

5 When several defendants having substantially one defence to make employ several pleaders, they shall be allowed one set of costs only. In such cases it will be for the applicant at the time of hearing to ask for a direction of the court that separate costs be not allowed

6 When two or more defendants having separate substantial defences have engaged the services of one pleader, they shall be allowed separate sets of costs. In this case it will be for the defendants interested to apply at the hearing for separate costs

7 When several defendants having separate defences are represented by separate pl-aders, they shall be entitled to separate costs

---

\*Notification of Revenue Department No 90a-44 0041 of 9th July 1924

I The following fees shall be payable in respect of proceedings under the Act —

I Applications for compensation—

- (a) Where compensation is claimed in the form of recurring payments Eight annas
- (b) When compensation is claimed in the form of a lump sum One rupee where the sum does not exceed Rs 500 plus one rupee for each additional sum of Rs 500 or fraction thereof

II Applications for commutation—

- (a) By agreement between the parties Eight annas
- (b) In all other cases Two rupees

III Applications for the deposit of compensation—

- (a) Under section 8 (1) of the Act Nil
- (b) Under section 8 (2) of the Act (in respect of each person to whom compensation is payable) Eight annas

IV Applications for distribution by dependants for each defendant

One rupee

V Applications for review —

- (a) Where the review claimed is the continuance increase decrease or ending of half monthly payments Eight annas
- (b) Where the half monthly payments are sought to be converted into a lump sum Two rupees
- (c) In all other cases One rupee

VI Applications for the registration of agreements—

- (a) Where the application or the memorandum of agreement is signed by both parties Nil
- (b) In all other cases Eight annas

## VII Applications to summon witness—

(a) For the first witness mentioned in the application	Eight annas
(b) For every subsequent witness	Four annas
VIII Applications for indemnification	Three rupees
IX Applications for the recovery of compensation—	
(a) Under an order already passed by the Commissioner	Eight annas
(b) In all other cases	The same fee as is payable on a similar application for com- pensation

X All applications not otherwise  
provided for . Eight annas

2 In the case of any application falling under head X the  
Commissioner may, if he thinks fit, permit the application to be  
made without fee

3 If in any case the Commissioner considers that he  
ought to pass orders granting relief of a different kind or to a  
different extent from that claimed by the applicant, and if the fee  
which would have been payable by the applicant on an application  
for the relief which the Commissioner considers to be due is greater  
than the fee which has actually been paid, the Commissioner may  
require the applicant to deposit fees to the extent of the difference

*Statements regarding fatal accidents*

The statement to be submitted by an employer under section  
10-A shall be in the form below —

1 In reply to your notice, dated the 19 ,  
which was received by me on the \_\_\_\_\_ 19 it is sub-  
mitted that (1) \_\_\_\_\_  
residing at \_\_\_\_\_  
over

a workman \_\_\_\_\_ 15 years of age employed in (2) \_\_\_\_\_  
under \_\_\_\_\_ met with an accident on the \_\_\_\_\_ 19 ,  
as a result of which he died on the \_\_\_\_\_ 19 .  
The monthly wages of the deceased amounted to Rs \_\_\_\_\_.

PUNJAB RULES

2 The circumstances in which the deceased met his death were as follows —

---

3 I admit liability to pay as compensation on account of the deceased's death the amount of Rs \_\_\_\_\_ which was deposited with you \_\_\_\_\_ the \_\_\_\_\_ 19 will be before

4 I disclaim liability to pay compensation on account of the deceased's death on the following grounds

---

\_\_\_\_\_ Employer

(1) Insert name of workman

(\*) Insert name of establishment

*Reports of Fatal Accidents*

By notification No 8046 I & L of 8th March 1935 the Government of the Punjab have directed that the provisions of section 10 B (1) of the Act shall apply to premises covered by items (viii) (x) (xi) (xvi) (xvii) (xxi) (xxii) and (xxiii) of Schedule II and that the employer shall be responsible for submitting the report to the Commissioner

## UNITED PROVINCES RULES

### *Costs and Fees\**

#### Scale of Costs

(1) Where the Commissioner directs that any costs shall not follow the event, he shall state his reasons in writing.

(2) The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court-fees;
- (b) the charges necessarily incurred on subsistence money to witnesses; and
- (c) pleader's fees on the scale prescribed in the following rule.

(3) In any proceeding involving an application for compensation in the form of a lump sum, an application for commutation or an application for indemnification, the fee allowed shall be Rs. 10 subject by special order of the Commissioner to diminution to a sum not less than Rs. 5, and to increase to a sum not more than Rs. 50 for each such proceeding. In all other applications the fee allowed shall be Rs. 5 subject to increase by special order to a sum not exceeding Rs 20.

(4) When a party engages more pleaders than one to conduct or defend a case, he shall be allowed one set of costs only.

(5) When several defendants having substantially one defence to make, employ several pleaders, they shall be allowed one set of costs only. In such cases, it will be for the applicant, at the time of hearing, to ask for a direction of the court that separate costs be not allowed.

(6) When two or more defendants having separate substantial defences have engaged the services of one pleader, they shall be allowed separate sets of costs. In this case, it will be for the defendants interested to apply at the bearing for separate costs.

(7) When several defendants having separate defences are represented by separate pleaders, they shall be entitled to separate costs.

\*Notification of Industries Department No. 1333-XVIII-436 of 27th June 1924.

INDIAN WORKMEN'S COMPENSATION

*Scale of Fees*

I The following fees shall be payable in respect of proceedings under the Act —

I Application for compensation—

- (a) Where compensation is claimed in the form of recurring payments
- (b) Where compensation is claimed in the form of a lump sum

Eight annas

One rupee where the sum does not exceed Rs 500 *plus* one rupee for each additional sum of Rs 500 or fraction thereof

II Applications for commutation—

- (a) By agreement between the parties
- (b) In all other cases

Eight annas

Two rupees

III Applications for the deposit of compensation—

- (a) Under section 8 (1) of the Act
- (b) Under section 8 (2) of the Act (in respect of each person to whom compensation is payable)

Nil

Eight annas

IV Applications for distribution by dependants for each dependant

One rupee

V Application for review—

- (a) Where the review claimed is the continuance increase, decrease or ending of half monthly payments
- (b) Where the half monthly payments are sought to be converted into a lump sum
- (c) In all other cases

Eight annas

Two rupees

One rupee

VI Applications for the registration of agreements—

- (a) Where the application or the memorandum of agreement is signed by both parties
- (b) In all other cases

Nil

Eight annas

UNITED PROVINCES RULES

VII	Applications to summon witness—	
	(a) For the first witness mentioned in the application .	Eight annas
	(b) For every subsequent witness	Four annas
VIII	Applications for indemnification .	Three rupees
IX	Applications for the recovery of compensation—	
	(a) Under an order already passed by the Commissioner	Eight annas
	(b) In all other cases	The same fee as payable on a similar application for compensation
X	All applications not otherwise provided for	Eight annas
2	In the case of any application falling under head X the Commissioner may, if he thinks fit, permit the application to be made without fee	
3	If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent from that claimed by the applicant, and if the fee which would have been payable by the applicant on an application for the relief which the Commissioner considers to be due is greater than the fee which has actually been paid, the Commissioner may require the applicant to deposit fees to the extent of the difference	

*Statements regarding fatal accidents\**

- (1) The notice sent by a Commissioner under sub section (1) of section 10 A of the Act shall be in Form X and shall be accompanied by a copy of Form Y
- (2) The statement submitted by an employer under section 10 A shall be in Form Y.

**FORM X**

Whereas I have received information that \_\_\_\_\_ a workman employed by you in \_\_\_\_\_ has died as the result of an accident arising out of and in the course of employment, I hereby require you in accordance with section 10 A of the Workmen's Compensation Act, 1928, to submit to me within 30 days of the receipt of this notice the enclosed form with \_\_\_\_\_ particulars

In the  
on, the

necessary deposit must, under section 10 A (2) of the Act, be made within 30 days of the receipt of this notice

\_\_\_\_\_  
*Commissioner for  
Workmen's Compensation*

\*Notification of Industries Department No 9-S/XVIII-436 of 9th May 1934

(1) Insert name of workman

(2) Insert name of establishment

## UNITED PROVINCES RULES

## FORM Y

1 In reply to your notice dated the \_\_\_\_\_ 19 \_\_\_\_\_ which was received by me on the \_\_\_\_\_ 19 \_\_\_\_\_ it is submitted that \_\_\_\_\_ residing at \_\_\_\_\_ a workman <sup>over</sup> <sub>under</sub> 15 years of age employed in \_\_\_\_\_ met with an accident on the \_\_\_\_\_ 19 \_\_\_\_\_ as a result of which he died on the \_\_\_\_\_ 19 \_\_\_\_\_. The monthly wages of the deceased amounted to Rs \_\_\_\_\_.

2 The circumstances in which the deceased met his death were as follows \_\_\_\_\_

3 I admit liability to pay as compensation on account of the deceased's death the amount of Rs \_\_\_\_\_ which <sup>was</sup> <sub>will be</sub> deposited with you <sup>on</sup> <sub>before</sub> the \_\_\_\_\_ 19 \_\_\_\_\_

4 I disclaim liability to pay compensation on account of the deceased's death on the following grounds \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*Employer*

(1) Insert name of workman

(2) Insert name of establishment

*Notice Books\**

Notice books under sub section (3) of section 10 shall be maintained in the form appended hereto in all factories wherein or within the precincts of which on any one day in the year more than 250 persons are simultaneously employed

(Form of Notice Book required to be maintained under section 10 (3) of the Workmen's Compensation Act 1923 )

Date of accident and time if known	Name of person injured	Address of person injured	Cause of injury	Date and time of notice	Thumb impression or signature of person giving notice

\*Notification of Industries Department No 9 SII/VIII-476 of 9th May 1934

## BURMA RULES

### COSTS AND FEES \*

#### *Scales of Costs which may be allowed in Proceedings under the Act*

- 1 The costs which may be awarded shall include—
  - (a) the charges necessarily incurred on account of court fees
  - (b) the charges necessarily incurred on subsistence money and travelling allowance to witnesses which should not exceed the amounts laid down in the rules governing the payment of expenses to witnesses in civil suits and
  - (c) pleader's fees on the following scale —
    - (1) In any proceedings involving an application for compensation in the form of a lump sum an application for commutation or an application for indemnification the fee allowed shall be Rs 10 if the proceeding be not contested and Rs 34 if it be contested subject by special order of the Commissioner to diminution to Rs 5 and Rs 17 respectively and to an increase if the proceeding be contested to a sum not exceeding Rs 80 for each such proceeding
    - (2) In all other applications the fee allowed shall be Rs 5 subject to increase by special order to a sum not exceeding Rs 20
- 2 When a party engages more pleaders than one to conduct or defend a case he shall be allowed one set of costs only
- 3 When several defendants having substantially one defence to make employ several pleaders they shall be allowed one set of costs only. In such cases it will be for the applicant at the time of hearing to ask for a direction of the Court that separate costs be not allowed
- 4 When two or more defendants having separate substantial defences have engaged the services of one pleader they shall be allowed separate sets of costs. In this case it will be for the defendants interested to apply at the hearing for separate costs

\* Burma Government (Miscellaneous Department) Notifications No. 42 dated 1st July 1931 and No. 11 dated 16th March 1933

5 When several defendants having separate defences are represented by separate pleaders they shall be entitled to separate costs

6 Where the Commissioner directs that any costs shall not follow the event he shall state his reasons in writing

*Scale of Fees payable in respect of Proceedings before a Commissioner*

7 (1) Applications for compensation —

(a) Where compensation is claimed in the form of recurring payments—Eight annas

(b) Where compensation is claimed in the form of a lump sum—One rupee where the sum does not exceed Rs 500 plus one rupee for each additional sum of Rs 500 or fraction thereof

(2) Applications for commutation —

(a) By agreement between the parties—Eight annas

(b) In all other cases—Two rupees

(3) Applications for the deposit of compensation —

(a) Under section 8 (1) of the Act—Nil

(b) Under section 8 (2) of the Act (in respect of each person to whom compensation is payable)—Eight annas

(4) Applications for distribution by dependants, for each dependant—One rupee

(5) Applications for review —

(a) Where the review claimed is the continuance, increase, decrease or ending of half monthly payments—Eight annas

(b) Where the half monthly payments are sought to be converted into a lump sum—Two rupees

(c) In all other cases—One rupee

(6) Applications for the registration of agreements —

(a) Where both parties are present, when the application is presented—Nil

(b) Where only one party is present—Eight annas

(c) Where neither party is present—One rupee

(7) Applications to summon witness —

(a) For the first witness mentioned in the application—Eight annas

(b) For every subsequent witness—Four annas Provided that, when processes are issued simultaneously to two or more persons residing in the same town or village, only half fees shall be charged for each such process

The fees shall be paid in advance and aball, subject to the discretion of the Commissioner, be costs in the case

(8) Applications for indemnification—Three rupees

(9) Applications for the recovery of compensation —

(a) Under an order already passed by the Commissioner—Eight annas

(b) In all other cases—The same fee as if payable on a similar application for compensation

(10) All applications not otherwise provided for—Eight annas

8 In the case of any application falling under sub head (10) of rule 7, the Commissioner may, if he thinks fit, permit the application to be made without fee

9 If in any case the Commissioner considers that he ought to pass orders granting relief of a different kind or to a different extent from that claimed by the applicant, and if the fee which would have been payable by the applicant on an application for the relief which the Commissioner considers to be due is greater than the fee which has actually been paid, the Commissioner may require the applicant to deposit fees to the extent of the difference

#### *Registers*

[Rules for the maintenance of registers by Commissioners were promulgated in Miscellaneous Department Notification No 46 dated 23rd May 1925 They are not reproduced here ]

#### *Statements regarding Fatal Accidents \**

1 The notice sent by a Commissioner under sub section (1) of section 10A of the Act shall be in Form X and shall be accompanied by a copy of Form Y

2 The statement submitted by an employer under section 10A shall be in Form Y.

\*Miscellaneous Department Notification No 12 of 14th March 1931 The forms are similar to those in the United Provinces (pages 2-5)

## CASES CITED

### PRIVATE COUNCILS

(*New Zealand case*)

	Paragraph
Brooker v Thos Borthwick and Sons (Australasia) Ltd (1933) A C 699	119,121n

### BRITISH COURTS

Brintons v Turvey (1905) A C 230, VII W C C 1	136n
Davidson v Mo Robb (1918) A C 305, XB W C C 673	106
Dennis v White (A J) & Co (1917) A C 479 X B W C C 280	116
Fenton v Thorley & Co (1903) A C 443 V W C C 1	100
Hewitson v St Helen's Colliery Co (1924) A C 59, XVI B W C C 230	108 113
L & Y Railway v Highley (1917) A C 352, X B W C C 241	115,126n
Lingley v Thos Firth & Sons (1921) 1 K B 655, XIII B W C C 367	245
Plumb v Cobden Flour Mills Co (1914), A C 62, VII B W C C 1	126,127
Pomphrey v Southwark Press (1901) 1 K B 86, III W C C 194	166
Powell v Main Colliery Co (1900) A C 366, II W C C 29	243
Shotts Iron Co v Fordyce (1930) A C 503, LXIII B W C C 73	249 252n
Simpson or Thom v Sinclair (1917) 4 C 127, X B W C C 220	115 118
Thomson (Wm) & Co v Anderson or Scrimgeour, XV B W C C 77	129
Trum Joint District School v Kelly (1914) A C 677, VII B W C C 274	99,101, 103
Upton & G C Railway (1924) A C 302 XVI B W C C 269	3
Young and Harston, <i>In re</i> , 31 Ch D 174	131n

## INDIAN COURTS

Abdul Hossein v Secretary of State, 11 Ran 433	52
Abdul Karim v E B Railway, 61 Cal 508	212
Ahmedabad Cotton Mill v Rai Bndhan, XXIX B L R 349	321
Arroth v Craig Jute Mills, 55 Cal 1259	202,203
Burma Oil Co v Ma Hmwe Ym, 13 Ran 533	110,122
Colaba Land Mill v Yesoo Baloo Seetar, Bombay Labour Gazette Apr 1934, 587	212 252
Consolidated Tin Mines of Burma v Maung Tun E, 9 Ran 118	249 251
Devi Datta, <i>In re</i> , 12 Lah 50	277
Dhunjibhoy Bomanji, Sir i Ganpa Khandu, 57 Bom 150	76
Fibre Aloes Factory, Powai v Jaffer Rasool, XXXI B L R 1039	244
G I P Railway i Kashinath, 7 Ran 600	281n,300
Gourikinkar Bhikat i Radhakissen Cotton Mills, 60 Cal 421	126,321
Guddai Mutayalu, <i>In re</i> 7 Ran 600	281n 300
Halemba i A B Cursetjee & Sons Bombay Labour Gazette Feb 1933 121	219,252
Hogan v Gifoor Ramzan 58 Bom 128	212 245
Indar Singh i Secretary of State 19 I C 722	246
Juchand Somchand i Vithal Bajrao, 57 Bom 150	57
Karnam Industrial Bank i Ranjan, 60 Cal 24	175,179,
Machuni Bibi i Jardine, Menzies & Co 32 C W N, 452	214,250
Maung Gyi, <i>In re</i> , 11 Ran 15	68
Maung Kyan, <i>In re</i> , 9 Ran 46	76
Munshi Ram, <i>In re</i> , 12 Lah 658	145 6
Nadirsha H Sidhwani Krishnabai, Bombay Labour Gazette January 1936 p 335	277
Parsu i Trustees of Port of Bombay, 54 Bom 111	41
Periyakkal i S I Railway, 58 Mad 804	39
Ralli Bros, Madras v Perumal 52 Mad 747	52 682
Rubia i G I P Railway, 53 Bom 203	38
Urmila Das i Tata Iron & Steel Co, 8 Pat 21	68,69
	131

## INDEX.

The numbers refer to the paragraphs of the commentary except where otherwise stated

### A

- ACCIDENT definition of, 99—101, 136  
“ADDED PERIL” doctrine of, 115n, 126 7  
AERIAL ROPEWAYS workers on, 41  
AGREEMENT enforcement of 311, for commutation, 210—3, necessity of attempting, 238, 272, registration of, *see* Registration of Agreements, seamen’s articles of, 36, 325, to abide by Commissioner’s decision, 323 to contract out invalid 80 1, with dependants invalid, 281  
AIRCRAFT workers connected with, 15, 21, 58  
AMERICAN ACTS 5, 102, 153 235  
ANIMALS accidents due to, 122  
ANTHRAX 134  
APPEALS TO HIGH COURT conditions governing, 320—2, deposits in 324, orders subject to, 317—9, precluded by agreement, 323  
APPEARANCE OF PARTIES 258—261  
APPLICATION OF ACT 8 9, 35  
APPLICATIONS TO COMMISSIONER 238—241, 293, 300  
APPRENTICES 57, 60, 166n  
ARBITRATION under lascar agreement, 36, 325  
‘ARISING OUT OF .. EMPLOYMENT’ 103 6, 115—127  
ASSESSORS 263  
‘ASSUMED RISK’ doctrine of, 86  
ATTACHMENT OF COMPENSATION 313

### B.

- BANKRUPTCY of employer, 90 1  
BLASTING workers engaged in, 47  
BONUSES included in wages, 164, 172  
BRITISH WORKMEN’S COMPENSATION ACT (1923) comparison with Indian 5, 141, 235, section 1, 98, 129, section 3, 82 section 4, 63, section 6 64, 66, 67, section 7, 90, sections 14 and 15, 175, 179, 243, 247, sections 23 and 25, 216 217, section 31, 82, section 35, 163, section 43, 13<sup>a</sup>, Schedule II, 272  
BUILDING TRADES workers in, 40

## C

- CANALS workers on, 41  
 CASUAL WORKERS exclusion of, 12, 53  
 CHILDREN inclusion of, 10, who are dependants, 277, *see also Minors*  
 CINEMATOGRAPH INDUSTRY workers in, 49  
 CIVIL COURTS claims under Fatal Accidents Act in, 83, Commissioner not inclined in, 236, effect of claim by workman in, 84-8, jurisdiction ousted, 73, 83, suits against third parties in, 77, suits by contractors in, 74  
 CIVIL PROCEDURE Code 240 1, 258, 260, 265  
 CLAIM FOR COMPENSATION admission of, 241, 253-4, hearing of, 262-6, meaning of, 242 3  
 CLERKS exclusion of, 13, 19, 22, 27, 32, 47  
 COMMISSIONER commutation by, 214, condonation of lack of notice or delay in application, 244-252, distribution by, 296-302, investment of compensation by, 299, 301, local inspection by, 257 position and duties of, 4, 83 235-7, power to recover compensation, 311, reference to High Court by, 314-6, remission of penalty by, 230, responsibility in fatal accidents 282, 284, 288-292, responsibility in respect of agreements 212, 221-7, review by, 267-271, summary inquiry by, 255 6  
 COMMON EMPLOYMENT doctrine of 86  
 COMMUTATION appeal against, 319 by agreement, 210-3, 215, 225, by order of Commissioner, 214  
 COMPENSATION amounts of, *see Scales of Compensation*, meaning of, 88  
 CONTRACT ACT, INDIAN 234  
 CONTRACTING OUT 80-2  
 CONTRACTORS claims against, 71 2, employing sub contractors, 76, indemnification by, 73 4, knowledge of accident, 184, notice upon, 72, position of, 64-70, workmen employed under, 11, 14, 17, 43  
 COSTS apportionment of, 266, provincial rules governing, *pages 232 278*  
 " COURSE OF EMPLOYMENT " 105-114

## D

- DEATH OF WORKMAN *see Fatal Accident*  
 DEDUCTIONS FROM COMPENSATION 145 6, 150, 157, 162  
 DEPENDANTS advances to, 279 280, application by, 293, 300, definition of, 275-7, distribution to, 298 9, information of accident to, 291 2, investment of money due to, 299, 301  
 DEPOSITS application for, 293 4, effect of, 232, in appeals, 324 5, in fatal cases, 278-282, in non fatal cases, 207 8, not liable to attachment, 313, power to call for additional, 282

## INDEX

DEVELOPMENT OF INDIAN LAW 5

DISABLEMENT compensation for, 147—163, permanent partial, definition of 151, permanent total, definition of, 147, procedure in contested cases of, Chap VIII, procedure in uncontested cases of, Chap VII, temporary, definition of, 158

DISEASES non occupational, 137—140, notice in case of, 181, occupational 134—6

DISOBEDIENCE accidents due to, 131—3

DISTRIBUTION proceedings in, 296—9, revision of, 300, 302, transfer for 307 8

DOCKS workers in 38 9, 55

DRINK OR DRUGS accidents due to, 129 130

### E

EARNING CAPACITY loss of, 152—6

ELECTRICAL UNDERTAKINGS 47, 93

EMPLOYER, bankruptcy of, 90 1, definition of, 60—63, framing of safety rules by, 132, inquiry by, 187 8, insurance by, 2, 89, 261, liability at common law, 83, liability to contractors' workmen, 64—70, liability to pay compensation, 60, obligation to present agreements for registration 207, 216 7, 228, reports required from 283—7, returns required from, 92 3, right of application to Commissioner, 239

ENVIRONMENT accidents due to, 118

EVIDENCE, inadmissibility of statements at summary inquiry, 256, manner of recording 264, special rules relating to, 261

EXCAVATIONS workers employed on, 31, 33

EXCEPTIONS to accidents covered, 128—133, 140, to definition of workman, 12—15, 16, 52—58

EXPLOSIVES work connected with, 30, 31, 93

### F

FACTORIES reports of fatal accidents in, 283 4, 286, returns from, 93, workers included in Act 21—8

FACTORIES ACT, INDIAN 27, 131, 142, 190, 284

FATAL ACCIDENTS compensation for, 143, 144—6, exceptions inoperative in 128, following disablement, 145 6, 303—4, manner of payment in, 278 9, 291, procedure in, Chap IX; reports of, 283—7, statements regarding, 288—292, waiver of suspension of compensation in, 198

FATAL ACCIDENTS ACT, 83, 102

FERRY BOATS workers on, 37

FIRE BRIGADES employees in, 47, 92

FIREWORKS workers connected with, 30

FORESTS workers in 51

FUNERAL EXPENSES of workman killed, 279, 280

## INDEX

### G

GAS COMPANIES employees of, 47  
GENERAL CLAUSES ACT 10, 35, 62 189, 277, 317  
GOVERNMENT DEPARTMENTS business of, 69

### H

HALF MONTHLY PAYMENTS commutation of, 210—5, deductions on account of, 150, liability in respect of 160—3, manner of making 209, not subject to appeal, 318, suspension of, 194 7, 272

HIGH COURT Appeals to, 317—325, defined, 317, references to, 314 5

### I

INDEMNIFICATION by contractors 73 4, 260, by sub contractors 76, by third parties 77 8, notice of claim for, 259

INDIAN STATES application of Act to railway lands in, 9 transfer of money to or from, 310

INJURY aggravation of, 201—6, meaning of 96, 98, self inflicted, 100 subsequent 149 157

INVESTIGATION of compensation by Commissioner, 299, 301

ISSUES findings on 266 framing of, 262 of fact and of law, 315 6

### J

JUDGEMENT delivery of, 266

JURISDICTION of Civil Court, 73 74, 77 83, of Commissioner, 83 235 of High Court, 318

### L

LEAD POISONING 131

LEGAL DISABILITY, PERSONS UNDER agreements with, 218, 234, conduct of proceedings by, 234, payment of compensation to 208 9

LIGHTHOUSES employees in 48

LIQUIDATION for appeals 317 for claims 242 3, in fatal cases, 295, 303, inapplicable to review, 272, waiving of, 244—252

LOCAL INSPECTION 255, 257

LUMP SUMS manner of payment 206—8, payment to women and minors, 150, 208, when payable, 144, 148, 154 5

### M

MANAGER 62, 176, 184

MANAGING AGENTS 62

MEDICAL EXAMINATION advantages of, 191 201, conduct of, 190, obstacles to, 193—8 right of employer to, 189 192, 196, 199, subsequent, 199 200

## INDEX

- MEDICAL PRACTITIONER attendance by, 201-4, evidence of, 264, examination of workman by, 190-200, qualifications of, 190  
MEMORANDUM OF AGREEMENT *see AGREEMENT*.  
MERCHANT SHIPPING ACT, INDIAN 36, 163  
MILITARY FORCES exclusion of, 15, 58  
MINES definition of, 31, reports of fatal accidents in, 283 4, 286, returns from, 93, safety regulations in, 131, workers included, 31 32, 34  
MINORS agreements with, 234, compensation for, 144, 148, 161, payments to, 209, 210, reckoning of age, 142 3  
MONETARY LIMIT inapplicable to some railwaymen, 14, 22, workmen excluded by, 56  
MOTOR VEHICLES work connected with, 20, 21, 22

## N

- NATURAL CAUSES accidents due to, 119 120  
NEGLIGENCE immaterial in compensation cases, 5, 123  
NOTICE OF ACCIDENTS  
    211-2  
    176-8  
    179-181, 189, when not required, 182-5  
NOTICE BOOKS 178  
NOTIFIED OCCUPATIONS 50 51, *page* 175

## O

- OCCUPATIONAL DISEASES 131-6  
OILFIELDS returns from, 93 workers in, 34  
OVERTIME PAYMENTS included in wages, 164

## P

- PENALTY FOR FAILURE to maintain notice book, 178, to register agreement, 228-232, to report fatal accident, 286, to send statement of fatal accident, 292, to send return, 93, to submit to medical examination, 191, 195  
PLANTATIONS 44-6, 93  
PORTS 38 9, 55, 93  
POSTAL EMPLOYERS 42 3  
PREMISES accident on contractor's 70, accident on employer's, 109, medical examination on, 191  
PRINCIPAL *see CONTRACTORS*

## Q

- QUALIFIED MEDICAL PRACTITIONER *see MEDICAL PRACTITIONER*  
QUARRIES workers in, 32, 33

## INDEX

### R

- RAILWAY MAIL SERVICE 42  
RAILWAYS application to, 9, definition of 11, 22, employees excluded, 12 15, employees included, 11 23 reports of fatal accidents on, 284, returns from 93, "vicinity" in case of, 194, what constitutes business of, 68  
RECOVERY OF COMPENSATION from employer, 311 2, from third party, 78 9  
REFERENCE to High Court, 314 6  
REGISTRATION OF AGREEMENTS appeal against, 323, effect of, 219, 233-4, manner of, 218, 220, obligatory in certain cases 209, 216 7, penalty for failure, 228 232, procedure in 221-3 refusal of 223, 224 7  
REPORT of fatal accident 94 transfer for, 306  
RETURNS from certain employers 92 3  
REVENUE RECOVERY ACT, 312  
REVIEW by Commissioner, 267 272  
ROYAL COMMISSION ON LABOUR, 7  
ROYAL INDIAN MARINE exclusion of, 15 58

### S

- SAFETY DEVICES removal by workman 131  
SCALE OF COMPENSATION for fatal accidents 144 6, for permanent partial disablement 151 7 for permanent total disablement, 147 150 for temporary disablement, 158 163, general observations 141 3  
SEAMEN definition of 35 evidence in cases involving 264, half monthly payments to 163 limitation for, 295, notice by, 176, 185 right of appeal, 325  
SHIP definition of 35 master of 30 163, work connected with loading repairing etc, 38 9, see also SEAMEN  
SUB-CONTRACTORS 75 6  
"SUFFICIENT CAUSE" meaning of, 249 252  
SUMMONS service of 258  
SUPERVISING STAFF inclusion of, 19, 27, 30 39, 41

### T

- TELEGRAPH EMPLOYEES inclusion of 42 3  
THIRD PARTIES liabilities of, 77 9, payment by not included in wages 168  
"TRADE OR BUSINESS", meaning of 67-8  
TRADE UNIONS representation of workmen by, 168  
TRAMWAYS workers on 20, returns from 93  
TRANSFER by local Government 309, for disposal, 305-6, for report, 305-6, of money, 310

## INDEX

### U

UNLOADING OF SHIPS 38

### V

VEHICLE meaning of, 21, work connected with, 20

: workman leaving before medical

### W

WAGES definition of, 164, calculation of, 56, 159 173, exclusion of persons not earning, 57 items included in, 164 8

WAITING PERIOD effect of 128, 159-160, suspension of, 197

WELLS digging of, 33

WILFUL meaning of, 131

WITHDRAWAL of claim, 265

WITNESSES evidence of, 264, 265, summoning of, 258

WOMEN half monthly payments to, 209, inclusion of, 10, medical examination of, 190 payment of lump sums to, 150

WORKMEN classes excluded, 12 15, 19, 53 8, classes included, 10, 11, 15 18 20 61, commutation by, 210 3, contributing to accident, 123 133, employed by contractors, 11, 14, 17, 43, 64 72 employed on part time, 168, medical examination of, 189 200, obligation to serve notice, 174, 182 5, recovery of compensation by, 217, 311, remedies open to, 83 8, right of review, 267, services lent, 63

WORKSHOPS not using power, 29 30, railway, 14



